



# THE LABOUR GAZETTE

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55 Years of Publication

Labour Force Trends,  
1947-54, in Canada, U.S.

84th Annual Meeting,  
Canadian Manufacturers'  
Association

Collective Agreements in  
Flour Milling Industry

Labour Legislation in  
Ontario, 1955

Wage Rates for Labourers  
in Manufacturing,  
Oct. 1954

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## Editorial Staff

Editor  
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Assistant Editor  
W. S. Drinkwater

Editor, French Edition  
Guy de Merlis

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## manpower and labour relations

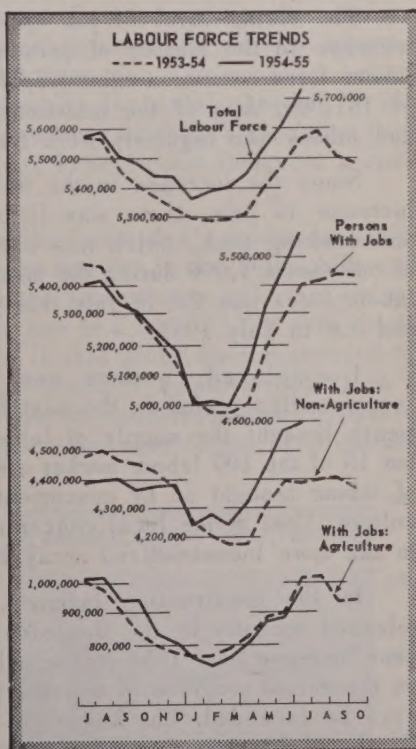
### REVIEW

Economics and Research Branch, Department of Labour, Canada

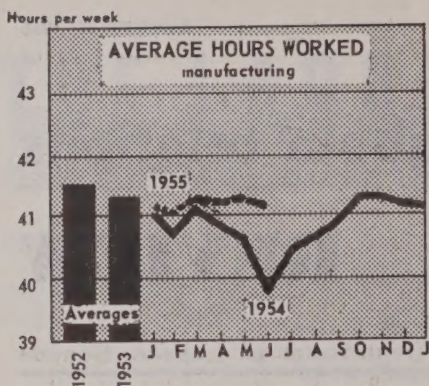
#### Current Manpower Situation

**E**CONOMIC activity increased in most sections of the country during July, when the number of job-holders increased by more than 100,000 for the fourth consecutive month, over-all employment set a new record and labour requirements and available supply were in better balance than at any time during the past four years. The gain in employment for which the construction, agricultural, automotive and basic materials industries continued to be mainly responsible was, however, only slightly greater than the additional number of persons joining the labour force, so that the level of unemployment changed very little.

The upward trend of employment continued during July. On the basis of the monthly Labour Force Survey, it was estimated that in the week ended July 23 the number of persons with jobs had increased by 130,000 from a month earlier and 589,000 from the slack employment period in early spring. Over-all employment at July 23 was at a new record of 5,588,000. This was 183,000 higher than a year earlier and 103,000 above the previous peak in July 1953.







Most of the gain during July took place in agriculture. While the construction industry continued to account for much of the increase in non-farm employment, important gains also occurred in other industry groups.

Some of the employment increase this spring is a result of the regular pattern of seasonal change in Canada. The construction industry, for example, regularly hires more than 75,000 workers

during the second quarter of each year; relatively large seasonal hirings also take place at this time of year in forestry, the transportation trades and a number of manufacturing industries. It is clear, however, that the employment gains in the second quarter of this year have been greater than usual. In the past four months employment rose by an average of 147,000 per month, compared with a monthly average increase of 109,000 last year and 102,000 in 1953. Data for earlier years suggest that the seasonal upturn during the same period rarely exceeded 100,000 per month.

The rising level of job opportunities brought about a substantial increase in the number of persons actively in the labour market. The labour force rose to a record 5,738,000 in July, a year-to-year increase of 161,000. Many of the additional workers were students, housewives and others who regularly work for short periods in the summer months.

Since the increase in the labour force was almost as great as the increase in jobs, there was little change in the number without jobs and seeking work, which was estimated at 150,000 in July, a decline of only some 7,000 during the month. The per cent of job seekers to the labour force was 2.6 in July this year, compared with 3.1 a year earlier and 1.6 in July 1953.

Unemployed workers were more evenly distributed than at the corresponding period in the past few years. Summer manpower requirements brought the supply of labour in balance with the demand in all but 15 of the 109 labour market areas. One area had an over-all shortage of labour brought on by concurrent demands from construction and agriculture. Most of the local concentrations of unemployment were centered in the more industrialized areas in the Quebec and Atlantic provinces.

In the construction industry, the review of investment intentions released recently by the Dominion Bureau of Statistics showed an 8-per-cent increase over 1954 in the value of construction and available data on the actual progress of construction work suggest that this figure may even be exceeded. The number of housing units started in the first six months of this year was 25 per cent greater than in the same period last year and the value of contracts awarded shows an increase of more than one-third in all types construction. The gains in employment have been more moderate. Statistics for the first of June, covering firms with 15 or



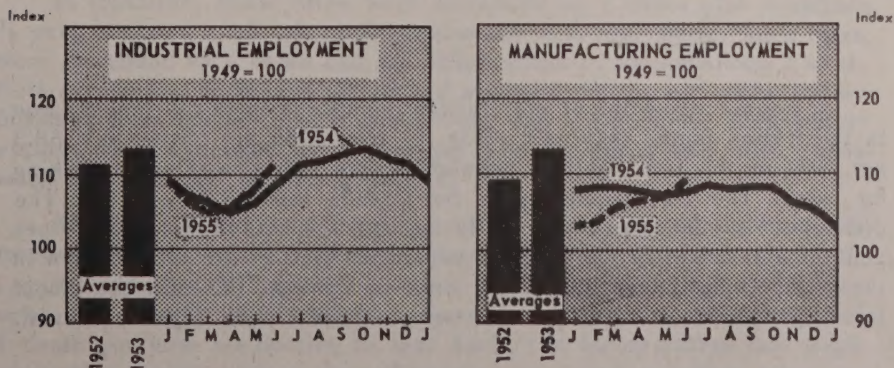
more employees, show a more-than-seasonal gain for the month and a year-to-year increase of 3.5 per cent. Information from various other sources suggests that this upward trend has continued in more recent months.

In most other industries, employment continued to rise by greater-than-seasonal amounts. Notable gains were reported in the transportation industries, which have now rehired many of the workers released last year. Manufacturing employment exceeded the year-earlier figure for the first time in 20 months, while employment in the trade, finance and service industries continued to follow the rising trend of population.

Manufacturing employment followed the strong upward trend established during the first quarter of this year. As before, however, there were marked differences among the individual industries making up the total. At June 1, employment in the group consisting of heavy industrial plants such as those producing industrial machinery, railway rolling stock, farm implements, and shipbuilding and plants more directly associated with defence needs, such as the aircraft industry, was about 7 per cent lower than last year and still further below the 1953 peak. There is evidence that the employment decline in this group has come to a halt but, with the exception of the railway rolling stock industry, there appears to be little prospect of any immediate recovery.

In most plants producing consumers' finished goods, the employment trend was rising slowly. Employment in the motor vehicle industry reached a level more than 15 per cent higher than a year earlier before firms began releasing workers in preparation for model changes. In all other industries in this group, employment was slightly higher than last year. The continued strength of consumer expenditures indicates a continuation of this trend.

Widespread gains were reported in the industries producing basic materials. Largely as a result of buoyant activity in the automobile and construction industries, employment in the primary iron and steel industries rose by a further 4 per cent during May to a level 11 per cent above that of a year earlier. Other industries in this group have responded to continuing gains in export trade. In wood products, employment at June 1 was 6 per cent higher than a year earlier, in non-ferrous metal products 8 per cent higher and in paper products 2 per cent higher. The current





high level of economic activity in the United States, the United Kingdom and other European countries points to further increases in export trade with corresponding employment gains in these industries.

## Activities of the National Employment Service

The increasing strength of labour requirements this year has been reflected in the operations of the National Employment Service. More than 500,000 job vacancies were received from employers in the first half of this year and almost 600,000 applicants were referred to these positions; both of these totals were substantially greater than for the same period last year. At the end of the third week in July, 35,500 vacancies were still on file, an increase of about 11,000 from the corresponding date in 1954.

Applications for employment on file at July 21, 1955, numbered 211,000, a 20-per-cent drop from a year earlier. Almost all this decline was concentrated in applications from male workers. Applications from carpenters and unskilled construction workers showed the largest reduction during the year, accounting for one-sixth of the total. In most lumber and metal working operations, applications were fewer than a year earlier with notable declines in the number of machinists, welders and structural steel workers and unskilled lumber workers. There were also significantly fewer applications this year from primary textile workers but little change occurred in the number of secondary textile workers seeking work through the NES.

Job openings listed with the NES offices were widely distributed; slightly more than half were for male workers. Among male professional personnel, two-fifths of the vacancies were for engineers, more than 70 per cent of the jobs being in Ontario and Quebec. Openings for loggers and bushmen totalled 2,800, an increase of almost 2,000 from last year; of these vacancies, 2,300 came from employers in Quebec. Large numbers of job vacancies were registered in all regions for farm and construction workers.

The demand for typists and stenographers, which slackened only slightly last year, has shown renewed strength in recent months. In virtually all of the larger centres openings for female workers with these qualifications were numerous.

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A greater proportion of the civilian population is in the labour force in the United States than in Canada. In June 1955, an estimated 58.3 per cent of the U.S. civilian population was either working or looking for work. The comparable figure for Canada was 53.4 per cent. The difference is concentrated primarily amongst women. In June, 34.8 per cent of all women in the civilian population was in the labour force in the U.S., compared with 24.2 per cent in Canada. For men the labour force participation rates in the two countries were almost identical.



# Labour-Management Relations

**S**ETTLEMENTS providing substantial wage increases were reached during the past month in the primary steel industry. Other significant settlements were bargained in the aircraft, non-ferrous metal mining and smelting and shipbuilding industries. Wage increases and improved fringe benefits were included in practically all major contracts recently reported. Bargaining was still in progress in sections of the automobile, agricultural implement, construction, textiles and other industries.

A wage guarantee plan similar to the one recently adopted by the automobile industry in the United States has been introduced into new agreements covering about 1,000 workers in the can manufacturing industry in Canada. The United Automobile Workers (CIO-CCL) have also included a demand for a guaranteed wage in their current contract negotiations in the automobile and agricultural implement industries.

## Current Settlements and Negotiations

**Metal Products** — A wage guarantee plan was included in new master agreements reached between the United Steelworkers of America and the American Can Company and the Continental Can Company of Canada, Limited. The plan is a modification of the "guaranteed annual wage" and will apply to some 1,000 plant employees in Canada.

Reports available on the plan indicate that it provides generally the same guarantee as the plan adopted in the automobile industry in the United States (L.G. July, p. 811), except that the benefit period would extend to a maximum of 52 weeks, compared with 26 weeks under the automobile plan.

The agreements also provide for a general wage increase of 10 cents per hour, other wage adjustments and improved pensions.

**Primary Steel** — By mid-August, settlements had been reached between the United Steelworkers of America (CIO-CCL) and two of the three major steel producers, the Steel Co. of Canada, Limited, at Hamilton and the Algoma Steel Corporation, Limited, at Sault Ste. Marie, Ont. The union's contract with the third major steel producer, Dominion Iron and Steel Limited, at Sydney, N.S., runs until next year.

In Hamilton, basic rates were increased by 7 cents plus a further  $\frac{1}{2}$  cent between each job class, while at Sault Ste. Marie, base rates were increased by 5 cents and job differentials by an additional 1 cent. Both agreements increased the rate of remuneration for work on statutory holidays from double time to double time and one-half; the shift differentials were increased by 1 cent per hour. Seniority and other items were also changed in both contracts.

**Aircraft** — A two-year master contract was reported between the International Association of Machinists (AFL-TLC) and Avro Aircraft Limited and Orenda Engines, Limited, at Malton, Ont. The new agreement, covering 10,000 aircraft workers, provides a wage increase of 3 cents per hour retroactive to last April, the incorporation into wage rates of a 1-cent-an-hour cost-of-living bonus, and a further wage increase of 5 cents per hour effective in July of next year. Under the



terms of the agreement, the employer will increase his share from one-half to the full cost of the present health insurance plan and introduce an improved plan next year. One of the major issues in the negotiations is reported to have been settled through a compromise. The management had originally requested two separate contracts, one for each of the two divisions, while the union was seeking to maintain only one contract as formerly. The settlement calls for a master contract, some sections of which are to be administered separately by each unit.

At the time of writing, a strike was still in progress at DeHavilland Aircraft of Canada, Limited, Downsview, Ont. Wage increases, union security and other benefits were the main demands of the United Automobile Workers of America (CIO-CCL) in the contract negotiations which preceded the work stoppage.

**Metal Mining and Smelting** – Some 15,000 workers at Sudbury and Port Colborne, Ont., are affected by a new agreement between the International Nickel Company of Canada, Limited, and the International Union of Mine, Mill and Smelter Workers (indep.). Under the terms of the one-year contract, a wage increase of 5 per cent—from 8¼ to 11 cents per hour—is provided. Under the new agreement, employees may now voluntarily retire with pension at age 60 instead of 65. Other benefits provided include a second week of paid vacation after two years instead of after three years of service, double time and one-half instead of double time for work done on statutory holidays and increased company payment under the health insurance plan.

No progress has been reported in the current negotiations between the United Steelworkers of America (CIO-CCL) and Noranda Mines, Limited, Noranda, Que., and at several gold mines in northern Ontario.

**Automobiles** – Conciliation board hearings were held in August in the contract negotiations between General Motors of Canada, Limited, and the United Automobile Workers of America (CIO-CCL). The union is seeking several contract changes, including a wage increase and a wage guarantee plan such as the company recently granted its employees in the United States.

**Shipbuilding** – Syndicates affiliated with the National Metal Trades Federation (CCCL) have reached agreement with the management of two Quebec shipyards, following protracted negotiations, and have rejected a conciliation board award at a third shipyard.

At Sorel, Que., a new agreement was reached covering some 2,000 employees of Marine Industries, Limited. The agreement provides for a reduction of the work week from 45 to 42½ hours with no reduction in pay, plus a further 3-cent-per-hour wage increase, one additional statutory holiday, three weeks of paid vacation after 15 years of service and other benefits.

Two other contracts cover shipyard workers at Davie Shipbuilding Limited and Geo. T. Davie and Sons, Limited, at Lauzon, Que. A wage increase of 9 cents per hour—2 cents retroactive to March 1, 1954—was accompanied by a reduction in hours from 48 to 45 per week in both contracts. Under the terms of settlement, the 1,500 employees covered by the agreements also receive one additional paid holiday, three weeks' vacation with pay after 15 years of service and other benefits.



The union turned down several recommendations made by a conciliation board in their contract negotiations with Canadian Vickers, Limited, at Montreal. Included in the union's demands were a wage increase of 8 cents per hour and a reduction of weekly hours from 45 to 42½ without loss of pay. At the time of writing, the union was requesting further negotiations with management.

**Agricultural Implements** – Negotiations were in progress between the United Automobile Workers of America (CIO-CCL) and Massey-Harris-Ferguson Limited at Brantford and Toronto. The union was reported to be seeking a guaranteed wage plan, a general wage increase and health and welfare benefits.

**Construction** – In Montreal, a conciliation board has unanimously recommended a wage increase of 10 cents per hour for journeymen in several building trades and 5 cents per hour for labourers. Further negotiations were scheduled to be held in August between the parties, the Montreal Builders' Exchange and a group of CCCL and AFL-TLC unions. The unions' demands included a 20-cent wage increase, double time for Saturday morning work and a vacation allowance of 4 instead of 2 per cent.

## Work Stoppages

Preliminary figures for the month of July 1955 indicate an increase in the number of workers involved in and the working time lost through work stoppages, compared with the preceding month and the same month a year ago. Totals for the three periods are as follows:

Period	Number of Work Stoppages in Existence	Number of Workers Involved	Time Lost in Man-Days
July, 1955 .....	32	10,913	96,335
June, 1955 .....	29	5,664	47,355
July, 1954 .....	30	6,658	54,146

## Wage Rate Indexes

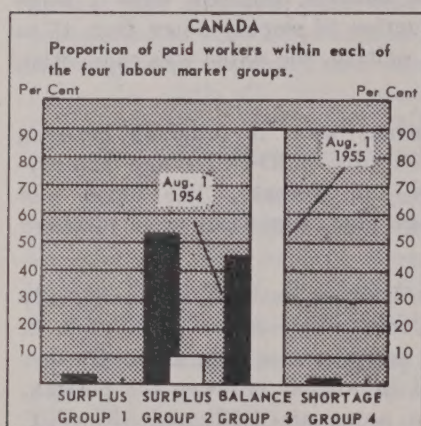
The accompanying table shows index numbers of wage rates in Canada for October 1953 and 1954 and for April 1955. The indexes for 1953 and 1954 are final figures derived from the Department of Labour's annual survey of wage rates covering the last normal pay period preceding October 1. The April 1955 indexes are estimates based on a sample survey of changes in wage rates between October 1, 1954 and March 31, 1955. The table reveals that the general average increased by 3.2 per cent between October 1953 and October 1954 and by 0.6 per cent between October 1954 and April 1955.

Wage Rate Indexes in Main Industrial Groups (1949=100)

Industry	October 1953	October 1954	April 1955
Logging .....	135.5	138.0	138.6
Mining .....	129.7	132.6	132.8
Manufacturing .....	134.6	138.5	139.5
Construction .....	136.2	140.0	140.1
Transportation, Storage and Communication ....	136.9	140.6	141.6
Electric Light and Power .....	145.5	149.7	152.0
Trade .....	132.2	137.8	138.5
Personal Service .....	123.3	128.6	129.1
<b>General Average</b> .....	<b>133.6</b>	<b>137.9</b>	<b>138.7<sup>1</sup></b>

<sup>1</sup>Revised estimate.

# Manpower Situation in Local Areas



**G**RADUAL increase in employment during July particularly in agriculture and other outdoor activities, reduced unemployment sufficiently in 20 of the 109 areas surveyed to result in their reclassification from the moderate surplus to the balanced labour market category. One minor area in the Prairie region moved into the labour shortage category as demand for construction and farm workers increased. By August 1, 94 areas representing 90 per cent of the total wage earners were in balance, compared with 55

areas representing 45 per cent of wage earners a year ago.

The most striking development in the labour market in July this year compared with 1954 was that nine of the 11 metropolitan areas were in balance and two (Quebec-Levis and St. John's) in the moderate surplus category, whereas last year only five of these areas were in balance, five in the moderate surplus and one in the substantial surplus category. There has also been considerable change in the classification of major industrial areas: 18 in balance this year compared with only six a year earlier.

Most reclassifications, which were concentrated in the Quebec and Atlantic regions, were largely the result of increased employment in construction, logging, agriculture, transportation, and lumbering. There were fewer reclassifications in the Ontario, Prairie and Pacific regions because most of the areas in these regions were already in balance at the beginning of July. Some local shortages of particular skills had developed by the end of the month in Ontario and the Prairies but only one area (Swift Current) showed a general labour shortage.

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Aug. 1 1955	Aug. 1 1954	Aug. 1 1955	Aug. 1 1954	Aug. 1 1955	Aug. 1 1954	Aug. 1 1955	Aug. 1 1954
Metropolitan	—	1	2	5	9	5	—	—
Major Industrial	—	—	9	21	18	6	—	—
Major Agricultural	—	—	—	3	14	10	—	1
Minor	—	—	3	22	53	34	1	1
Total	—	1	14	51	94	55	1	2

\*See inside back cover, April Labour Gazette.



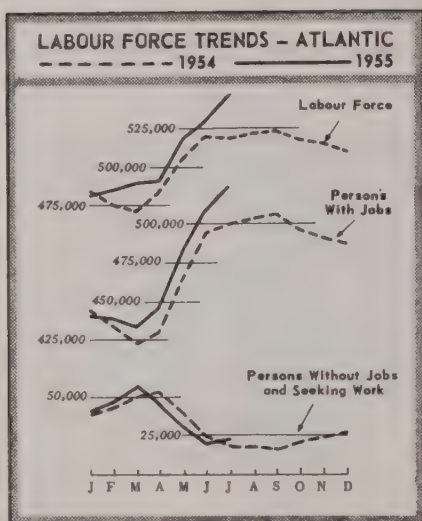
# CLASSIFICATION OF LABOUR MARKET AREAS,

August 1, 1955

LABOUR SURPLUS		APPROXIMATE BALANCE		LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4	
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec - Lewis St. John's	Calgary Edmonton Hamilton Montreal Ottawa - Hull Toronto Windsor Winnipeg VANCOUVER - NEW WESTMINSTER		
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Brantford Coroner Brook Coteau Farnham - Granby New Glasgow Saint John Shawinigan Falls Sydney Trois Rivières	Fort William - Port Arthur Guelph → HALIFAX → JOLIETTE Kingston Kitchener → LAC ST. JEAN London → MONCTON Niagara Peninsula Oshawa → PETERBOROUGH → ROUYN - VAL D'OR → SARIMA Shawbrooke Sudbury Timmins - Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)		Barrie Brandon Charlottetown Chatham Lethbridge Moos Jaw North Battleford → PRINCE ALBERT Red Deer Regina → RIVIERE DU LOUP Saskatoon Therford - Magentic - St. Georges Yerkton		
MINOR AREAS (labour force 10,000 - 25,000)	Campbellton Newcastle Prince George	→ BATHURST Beaushere BELLEVILLE - TRENTON Bracebridge Brampton Bridgewater Central Vancouver Island → CHILLIWACK Cranbrook Dauphin Drameller → DRUMMONDVILLE Dawson Creek Edmundston Fredericton Galt → GASPE Goderich → GRAND FALLS Kenilope Kenville Lechute - Ste. Therese Lindsay Listowel Medicine Hat → MONTMAGNY North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince Rupert Quebec North Shore → RIMOUSKI Sault Ste. Marie Simcoe → SOREL Ste. Agathe - St. Jerome St. Hyacinthe St. Jean Stratford St. Stephen St. Thomas Summerside Trail - Nelson Truro → VALLEYFIELD Victoriaville Walkerton Wayburn Woodstock, N.B. Woodstock - Ingersoll Yarmouth	→ SWIFT CURRENT	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

## ATLANTIC



DURING July, employment continued to increase in the Atlantic region and by the end of the month labour surpluses were smaller than a year earlier in almost all areas. The improvement during the month was largely confined to agriculture. For the first time in six months, farm employment was higher than a year earlier. Harvesting of the hay crop proceeded very rapidly as a result of ideal haying weather; crop reports ranged from good to excellent and farm labour demands were being met locally in all areas. Non-agricultural employment showed a further moderate increase during July; manufacturing employment

showed very little change but additional hirings occurred in construction and the trade and service industries. Except in coal mining, no major lay-offs occurred during the month. Five-hundred coal miners were released from 1B colliery at Glace Bay but production and employment at the other coal mines were higher than at any time in the preceding six months. The estimated number of persons with jobs reached a total of 524,000 at July 23, 1955, an increase of 16,000 from a month earlier and 24,000 from a year earlier.

Industrial employment continued to be higher than a year ago, chiefly as the result of a heavier construction program and a general pick-up in activity in the logging industry. Newfoundland and New Brunswick showed the sharpest increases in construction employment and all four provinces in the region recorded sizeable year-to-year employment increases in the logging industry.

The reduction in unemployment brought four additional areas into the balanced labour market category during July. At August 1, 1955, the classification of the 21 areas in the region (last year's figures in brackets) was as follows: in balance 14 (8); and in moderate surplus 7 (13).

### Local Area Developments

**St. John's** (metropolitan). Remained in Group 2. Fairly large numbers of construction workers were still unemployed at the end of the month. As a result of delays in beginning some of the larger construction projects, labour requirements increased slowly. Processing plants were very busy during the month following one of the best fishing seasons on record.

**Halifax** (major industrial). Reclassified from Group 2 to Group 3. The construction, logging and fishing industries continued to be very active. Two small construction projects were delayed because of slow delivery of steel but in general, building progressed rapidly during July. Overtime work was necessary at some of the fish canneries because of better-than-average catches.



**Moncton** (major industrial). Reclassified from Group 2 to Group 3. A high level of activity was maintained in the logging industry. The construction industry was reported to be more active than a year ago.

**Bathurst and Grand Falls** (minor). Reclassified from Group 2 to Group 3.

## QUEBEC

LABOUR requirements continued to rise in Quebec during July more rapidly than in the same month last year but at about the same rate as in 1953. All major industry groups showed some employment gain, seasonal industries such as construction, logging, transportation and lumbering being particularly active. Shortages of skilled workers were reported in construction and textile manufacturing in some parts of the region.

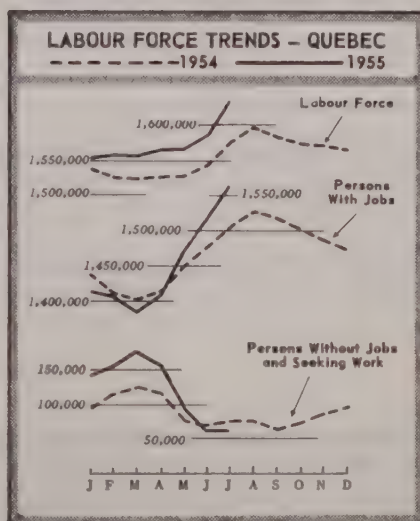
The number of persons with jobs at July 23 was estimated at 1,567,000, an increase of 48,000 from June 18 and 62,000 from July 24, 1954. Of the increase of 48,000, agriculture accounted for 29,000 and non-agricultural industries for 19,000; in the same month of 1954, employment increased by 32,000, an increase of 39,000 in agriculture being partly offset by a decrease of 7,000 in non-agricultural industries. The Quebec labour force also rose 48,000 in July 1955, so that the number of persons without jobs and seeking work remained unchanged at 67,000.

Ten of the 24 local areas in this region were reclassified during July, all from the moderate surplus to the balanced labour market category. At August 1, the area classification was as follows (last year's figures in brackets): in balance, 20 (2); in moderate surplus 4 (22).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 3. Male registrations for employment at NES Offices dropped to the lowest level since the summer of 1952 and shortages became apparent in some professions and certain construction trades. The construction and service industries were particularly active.

**Quebec-Lévis** (metropolitan). Remained in Group 2. This is the only local area where registrations for jobs were higher than a year ago, largely because of layoffs at an ammunition plant and slackness in shipyards which were operating at much lower levels than a year earlier. Some summer log-cutting was in progress but recruitment of bush workers for out-of-province work had been halted by bush fires. The clothing industry was busy and short-time in primary textiles was decreasing. The tourist season was proving satisfactory.



**Lac St. Jean** (major industrial). Reclassified from Group 2 to Group 3. An unusually active construction season was responsible for increasing employment in this area. Manufacturing plants were generally busy and bush employment was above year-ago levels, although heat slowed down recruitment of loggers.

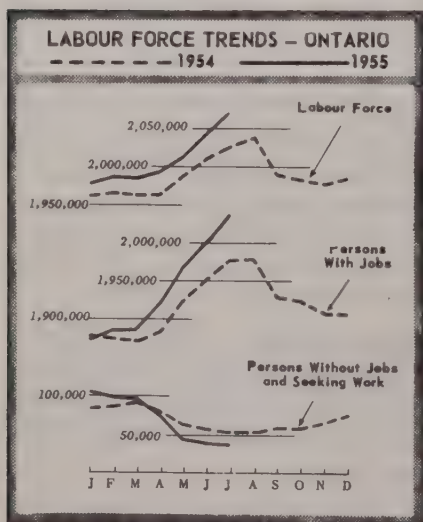
**Joliette** (major industrial). Reclassified from Group 2 to Group 3. A general increase in activity over year-ago levels was responsible for the reclassification of this area.

**Rouyn-Val d'Or** (major industrial). Reclassified from Group 2 to Group 3. Increased hirings of construction and bush workers raised employment opportunities in this area.

**Rivière du Loup** (major agricultural). Reclassified from Group 2 to Group 3. Greater activity in the bush, sawmills and construction improved employment conditions in this area.

**Drummondville, Gaspé, Montmagny, Rimouski, Sorel, Valleyfield** (minor). Reclassified from Group 2 to Group 3.

## ONTARIO



DURING July employment in the Ontario region increased at about the usual seasonal rate, thus continuing at levels considerably above those of last year. By July 23, the number of persons with jobs was estimated at 2,033,000, an increase of 26,000 over the previous month and 61,000 over the same date in 1954. The monthly increase was drawn chiefly from students and female food processing workers who are temporary additions to the labour force. Unemployment dropped only slightly.

The largest increase in employment during July was in agriculture but demand was also

strong in the construction, food processing and tourist industries. The early harvest accelerated the demand for farm workers. Employment in most of the manufacturing industries continued steady but hirings were slow because of holiday closures. In some areas, however, there were shortages of engineers, machinists, tool and die makers, welders and flame cutters and skilled textile workers. By the end of the month the automobile industries had begun laying off men in anticipation of the fall model changes. Some layoffs also occurred in the aircraft and shipbuilding industries.

Unemployment declined sufficiently in three areas to bring them into the balanced labour market category during July. At August 1,



classification of the 34 areas in the region (last year's figures in brackets) was as follows: in balance 32 (20); in moderate surplus 2 (13); in substantial surplus 0 (1).

### **Local Area Developments**

**Hamilton** (metropolitan). Remained in Group 3. Strong demand for labour in the iron and steel industries resulted in a continuing shortage of engineers, draughtsmen and skilled metal workers. There was also some shortage of experienced farmhands and of machine operators for the textile industry. A rubber tire company hired additional female workers at the end of the month.

**Ottawa-Hull** (metropolitan). Remained in Group 3. Continuing strong demand for construction workers and clerical and sales staff brought the area close to the shortage category. Demand for farm workers slackened during the month.

**Toronto** (metropolitan). Remained in Group 3. The construction and light manufacturing industries continued very active during July, resulting in a gradual decline in job applicants. Holiday closures began. Office workers at DeHavilland were laid off for the duration of the strike at that plant.

**Windsor** (metropolitan). Remained in Group 3. Layoffs occurred in the automobile industry for the first time in some months. These were more than offset by increased hirings in construction, agriculture and food processing.

**Cornwall** (major industrial). Remained in Group 2. Hiring for the St. Lawrence Seaway project accelerated during the month, nevertheless, registrations for employment increased slightly as migration into the area increased.

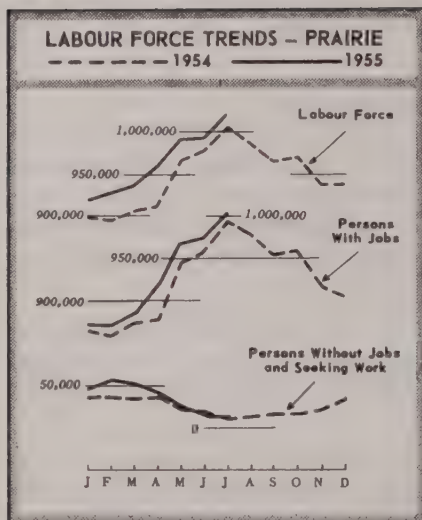
**Peterborough** (major industrial). Reclassified from Group 2 to Group 3. Employment in construction continued to increase. Manufacturing of electrical apparatus continued below normal and other manufacturing industries showed little change.

**Sarnia** (major industrial). Reclassified from Group 2 to Group 3. Construction was so heavy in this area that material shortages necessitated some cutbacks. Manufacturing activity continued at a high level.

**Belleville-Trenton** (minor). Reclassified from Group 2 to Group 3.

## **PRAIRIE**

FURTHER employment expansion occurred in the Prairie region during July as most activities approached their seasonal peak. Farm labour requirements increased rapidly following a month of warm weather which hastened the growth of crops. A better-than-average grain yield was expected in most areas. The supply of farm labour was tight in most agricultural districts but serious labour shortages were averted by the influx of workers from outside points. Manufacturing employment showed more than the usual seasonal increase during July. Construction



activities continued to rise, causing a shortage of skilled workers at various centres. At July 23, the number of persons with jobs was estimated at 1,006,000, an increase of 29,000 over the previous month and 13,000 over the previous year. The increase in employment during July was matched by an expansion of the labour force as women and students entered the labour market.

At August 1, the area classification was as follows (last year's figures in brackets): in shortage 1 (2); in balance 19 (17); in moderate surplus 0 (1).

### Local Area Developments

#### Edmonton (metropolitan). Remained

in Group 3. Unemployment was reduced sharply and by the end of the month a general shortage of labour was developing. The construction industry recorded the most improvement during the month but farming, sawmilling, oil exploration and packing plants were also more active than a month earlier. At the beginning of June, total industrial employment in the area was 10 per cent higher than a year ago compared with an increase of 4 per cent for the province as a whole.

**Calgary** (metropolitan). Remained in Group 3. Total employment continued at a higher level than a year earlier. Carpenters and bricklayers were still in short supply but demands for other construction skills were being met locally.

**Winnipeg** (metropolitan). Remained in Group 3. Farm labour demands were still being met locally at the end of July. The supply of qualified workers in the building trades was becoming scarce but the only shortages recorded were for bricklayers, tile setters and plasterers. Some building contractors were behind schedule as a result of slow delivery of steel and cement but the construction industry, generally, was very active during July.

## PACIFIC

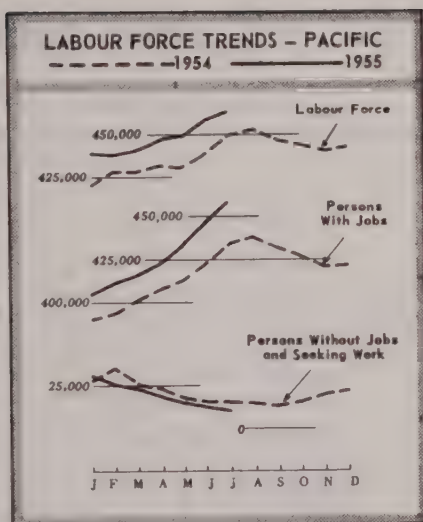
EMPLOYMENT opportunities in the Pacific region continued to increase during July as activity expanded in all major industries. Latest statistics show that important year-to-year increases in employment occurred in most industries. Unemployment dropped below both 1954 and 1953 levels during the month. As a result of increased hiring, the estimated number of persons with jobs rose to 458,000 in the week ended July 23. This was 11,000 higher than in June and 23,000 higher than in July 1954.

Requirements for workers in agriculture continued strong as berry, vegetable and other crops rapidly reached maturity. The logging industry operated at close to capacity throughout the region, stimulated by strong demand for logs and hindered only to a minor extent by fire hazard. Shortages of key skills, however, prevented increased operations in some areas



both in logging and in sawmilling, where production was close to maximum levels. Mining was busier and demands for experienced miners were difficult to fill in some areas. Manufacturing activity increased, especially in the iron and steel industries and in fruit and vegetable canning. The demand for construction workers increased significantly as several major projects got under way. Public utilities were very active as work progressed on large electrical power and telephone expansions.

Two local labour market areas were reclassified during the month from the moderate labour surplus to the balanced category. At August 1, 1955, the classification of the ten areas in the region (last year's figures in brackets) was as follows: in balance 9 (8); in moderate surplus 1 (2).



### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Reclassified from Group 2 to Group 3. High production continued in logging and sawmilling. Manufacturing activity increased, notably in machine shops and sheet metal plants. Shipbuilding was busy, and the strike of electricians in that industry ended. A steel pipe and tube mill which began operations during July will employ more than 200 workers. There was a heavy demand for construction labour as work began on a number of large projects.

**Victoria** (major industrial). Remained in Group 3. The demand for berry pickers was heavy. Logging and sawmilling operations continued at a high level and machine shops were operating at capacity. Shipyards continued to be busy and a shortage of welders occurred. Demand for construction labour was strong, experienced workers being scarce. Building permits for the first six months of 1955 showed a sharp increase compared with the corresponding period last year.

**Chilliwack** (minor). Reclassified from Group 2 to Group 3. Agricultural activity increased. All logging camps and sawmills were operating at capacity and the supply of loggers was exhausted. Fruit processing plants required two shifts. In construction, there was a strong demand for skilled tradesmen, resulting in a shortage of carpenters. The transportation and public utilities industries were busier.

# Current Labour Statistics

(Latest available statistics as of August 10, 1955.)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<b>Manpower</b>				
Total civilian labour force (a).....	July 23	5,738,000	+ 2.2	+ 2.9
Persons with jobs .....	July 23	5,588,000	+ 2.4	+ 3.4
At work 35 hours or more .....	July 23	4,791,000	- 4.1	+ 4.1
At work less than 35 hours.....	July 23	269,000	- 19.2	-13.0
On short time .....	July 23	22,000	- 21.4	-37.2
Usually work less than 35 hours.....	July 23	173,000	- 25.4	- 9.0
Other reasons.....	July 23	74,000	+ 1.4	-11.9
With jobs but not at work.....	July 23	528,000 <sup>1</sup>	+309.3	+ 6.7
Laid off full week .....	July 23	6,000	- 33.3	-33.3
Other reasons .....	July 23	522,000	+335.0	+ 7.4
Paid workers .....	July 23	4,226,000	+ 0.8	+ 5.5
In agriculture .....	July 23	140,000	+ 7.7	- 9.1
Non-agricultural .....	July 23	4,086,000	+ 0.6	+ 6.1
Persons without jobs and seeking work..	July 23	150,000	- 4.5	-12.8
<b>Registered for work, NES (b)</b>				
Atlantic .....	July 21	25,746	- 29.7	-10.8
Quebec .....	July 21	65,230	- 17.2	-22.1
Ontario .....	July 21	70,856	- 8.5	-24.1
Prairie .....	July 21	27,717	- 16.8	- 8.1
Pacific .....	July 21	21,731	- 15.6	-20.7
Total, all regions.....	July 21	211,280	- 16.1	-19.8
<b>Ordinary claims for Unemployment</b>				
Insurance benefit .....	July 1	157,132	- 25.1	-21.3
Amount of benefit payments .....	June	\$12,645,439	- 36.0	-19.5
Industrial employment (1949=100) .....	June 1	111.4	+ 3.7	+ 2.2
Manufacturing employment (1949=100).....	June 1	109.2	+ 1.9	+ 1.4
Immigration .....	1st Qtr.	17,627	-	-37.6
<b>Industrial Relations</b>				
Strikes and lockouts—days lost .....	July	96,335	-	+ 9.6(c)
No. of workers involved .....	July	10,913	-	- 2.9(c)
No. of strikes .....	July	32	-	-19.3(c)
<b>Earnings and Income</b>				
Average weekly wages and salaries .....	May 1	\$60.76	- 0.4	+ 4.0
Average hourly earnings (mfg.) .....	May 1	\$ 1.45	+ 0.8	+ 2.5
Average hours worked per week (mfg.) .....	May 1	41.2	+ 0.2	+ 1.5
Average weekly earnings (mfg.) .....	May 1	\$59.90	+ 1.0	+ 4.0
Consumer price index (av. 1949=100) .....	July 1	116.0	+ 0.1	- 0.2
Real weekly earnings (mfg. av. 1949=100)	May 1	123.4	+ 0.7	+ 3.3
Total labour income..... \$000,000	April	1013	+ 1.6	+ 5.7
<b>Industrial Production</b>				
Total (average 1935-39=100).....	May	264.2	+ 2.2	+ 7.6
Manufacturing .....	May	273.3	+ 2.2	+ 7.6
Durables .....	May	327.3	+ 0.9	+ 9.1
Non-Durables .....	May	238.8	+ 3.3	+ 6.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, April *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

<sup>1</sup>Includes 445,000 persons on vacation.



# Notes of Current Interest

## **Family Allowances Now 10 Years Old**

Canada's family allowances program was ten years old last month. The first cheques mailed under the provisions of the Family Allowances Act were despatched on July 17, 1945.

The Act was passed in 1944 and registration began in Prince Edward Island on February 1, 1945. By April 18, 1945, the half-way mark for registration was reached; applications totalled 740,000 and this number was increased by 56,570 in the fiscal year 1947-48.

In October 1945 cheques were going to 1,334,000 families for 3,168,000 children; in May 1955 to 2,206,129 families for 5,205,290 children.

Family allowances are payable only to children who are complying with provincial school attendance regulations and as a result school attendance has increased markedly over the ten-year period. In 1952-53, 11,800 children lost allowances for unexcused school absence; in 1953-54, with many more children registered, only 8,900.

In the ten years of its existence, the Family Allowances Act has changed little in its interpretation.

## **TLC, CCL Ban Re-entry Of Expelled Affiliates**

The Trades and Labour Congress and the Canadian Congress of Labour will refuse to let their affiliates take in unions that have been expelled from either congress because of Communist domination. The decision was made at a joint meeting last month of the unity committees of both bodies.

The move was made because several of the unions expelled during the last six years, when each congress undertook a housecleaning of Communist-led affiliates, are known to be trying to gain re-entry through mergers with unions whose affiliations with a congress are in good standing.

The ban will remain effective until the proposed TLC-CCL merger is completed, after which time the constitution of the

merged federation is expected to contain a provision that an expelled union may be re-admitted only when it can prove that the reason for its expulsion has been done away with.

Expelled unions that are known to have made overtures for merger with unions in the TLC and CCL are: the International Union of Mine, Mill and Smelter Workers, which has approached, among others, the TLC's International Hod Carriers'; the United Electrical Workers, which has sounded out the International Association of Machinists (AFL-TLC); the Fur and Leather Workers Union, which was able in the United States to make some headway in a merger attempt with the AFL Amalgamated Meat Cutters and Butcher Workmen until AFL President George Meany blocked the amalgamation; and the Vancouver Outside Civic Workers, who were trying to join the CCL's National Union of Public Service Employees. All attempts failed.

## **AFL, CIO Finally Agree on Name of New Federation**

Unity committees of the American Federation of Labour and the Congress of Industrial Organizations agreed on July 20 in Washington to title their new labour body "The American Federation of Labour and Congress of Industrial Organizations". The decision is subject to approval by the AFL executive council and the CIO executive board.

CIO President Walter Reuther called the choice "a very happy solution" while AFL head George Meany said he did not foresee any further problems in the way of actual merger of the two organizations. All that was left to be completed was "procedural and mechanical," Mr. Reuther said.

For a time it appeared that inability to agree on a name for the merged federation would prevent the merger of the AFL and CIO. The former was adamant against any change in the name it had used for 74 years and the latter were insisting on a new name to make it clear that "something new has been added"; it would have accepted almost anything else but "American Federation of Labour".

## **Full Employment Near in Germany**

In West Germany, full employment is near, the Federal Employment Office announced on July 6. During June, the number of jobless dropped by 80,605 to a total of 650,499. This is 357,200 less than in June 1954.

## **Rail Engineers' Union Will Not Join AFL-CIO Merger**

An independent course for the Brotherhood of Locomotive Engineers in the United States, free from any affiliation with the proposed merger of the American Federation of Labour and the Congress of Industrial Organizations, was outlined by the Brotherhood's Grand Chief Engineer Guy L. Brown on June 7 when he declared that his 74,000-member organization would not join the merger "because of principle". Mr. Brown said "we will not join because America must be able to expect security for independent expression or lose every claim she has to freedom".

Of the five independent and unaffiliated railway unions, the Brotherhood of Railroad Trainmen and the Brotherhood of Locomotive Firemen and Enginemen have approved merger studies. The Order of Railway Conductors has made no formal expression of opinion but the conductors are reported to view merger as a constructive step. No stand has been announced by the Switchmen's Union of North America, the fifth of the operating brotherhoods.

A prediction that the railway unions as well as the United Mine Workers of America would enter the merged labour body was made on May 28 by Jacob S. Potofsky, President of the Amalgamated Clothing Workers of America (CIO-CCL), speaking before the fourth biennial congress of the International Confederation of Free Trade Unions in Vienna.

In announcing his Brotherhood's rejection of merger, Mr. Brown warned that "governmental restriction" would follow the creation of "such a gigantic organization". He said that "if there is one thing this country will not tolerate it is dictation to it by any power which seriously threatens the sovereignty of the nation itself".

## **GAW-Jobless Insurance Relationship Discussed**

While most unemployment insurance laws in the United States do not make specific reference to employer payments for time not worked, state employment security agencies currently seem to regard such payments as wages and consider recipients of them not to be totally unemployed. Hence, workers who have received such weekly payments are usually considered ineligible for state unemployment benefit that week, it is pointed out in an article on the relationship between unemployment insurance and guaranteed wage plans that appeared

in the June issue of *IAPES News*, published by the International Association of Personnel in Employment Security (see page 932).

"Since workers receiving guaranteed payments during a layoff do not have to register or be available for other work," the article explains, "the employer is assured that his labour force will not be dispersed. Thus, the objective of maintaining a trained and experienced group of workers throughout the year with a resulting decrease in costs may be achieved to a greater extent than under a system integrated with unemployment insurance."

"Under a private guaranteed employment plan the worker does not have to be concerned about meeting the eligibility requirements of a state unemployment insurance law, with the possibility of being disqualified from receiving unemployment insurance benefits and guaranteed wage payments."

It may not be socially desirable to establish a system of private plans that may at times result in the creation of unnecessary pools of unemployment or underemployment, the article concedes, but "the basic limitation of maintaining the guarantee plan completely independent from unemployment insurance is that no positive inducement is offered to employers to establish guarantee programs".

The article then lists ways in which, under present conditions, guarantee plans and unemployment insurance may be co-ordinated. Since unemployment insurance benefits can be paid in any week in which no guarantee payment is made, guaranteed wage payments could be made up to the limit provided in the plan, after which the worker would apply for unemployment insurance benefits. Or, the guaranteed wage could be paid in alternate weeks so that in the intervening weeks the worker might be eligible to receive unemployment insurance benefits.

Advantages of these methods are: freedom from meeting legal requirements; some incentive to employers, since part of the total cost is financed by unemployment insurance; a considerable amount of security to the worker with an adequate limit on costs to the employer.

Some disadvantages are: the impossibility of guaranteeing anywhere near 100 per cent of wages for 52 weeks since unemployment insurance benefits are generally considerably less than full pay; receipt by the workers of only the relatively low unemployment insurance benefits in the weeks not covered by the guarantee payments; the introduction of an element of insecurity for the worker, as the state



agency might rule him ineligible for benefits if he does not actively seek work or if he refuses suitable work offered him; lack of assurance to the employer that he will not lose his labour force.

### **Pat Conroy Turns Down Offer of ICFTU Post**

Pat Conroy, Canadian Labour Attaché at Washington and former Secretary-Treasurer of the Canadian Congress of Labour, has turned down an offer to become Director of Organization for the International Confederation of Free Trade Unions, it was announced last month by AFL President George Meany. Mr. Meany was authorized by the ICFTU executive to offer to Mr. Conroy the position, created at this year's convention of the federation (L.G., July, p. 751).

### **Number Employed in U.S. Greatest in History**

Civilian employment in the United States in June reached 64,000,000 for the first time in history, the Census Bureau of the U.S. Department of Commerce has reported. The 64,000,000 figure represented an increase of 1,313,000 in one month.

At the same time, unemployment increased by 190,000—from 2,489,000 to 2,679,000. Students entering the summer labour market both filled most of the additional jobs and also raised the total number of jobless.

The last previous employment peak was 63,700,000 in August 1953. The post-war low point for unemployment was 1,240,000 in the same month.

The Bureau of Labor Statistics of the U.S. Department of Labor reported that the non-farm job total had risen to 49,300,000 in June. This was 400,000 above the May figure and represents an unusually sharp increase for this time of year despite scattered work in metal and metal products manufacturing.

Factory employment in the United States is now estimated at 16,481,000, an increase of 148,000 in the month. The average work week, affected by work stoppages, declined slightly but, at 40.7 hours, was still equal to the post-war peak for the month.

### **60th Anniversary**

August 19 marks the 60th anniversary of the foundation of the International Co-operative Alliance. Canada's co-ops, through the Co-operative Union of Canada, has been affiliated with the ICA since 1921.

### **Employment Record Set In Britain Last Year**

Employment in Britain in 1954 reached the highest-ever peacetime figure, the Ministry of Labour announced in its report for 1954. Nearly 24,000,000 were at work.

At November last year the total of those employed was 23,910,000, a rise of more than 350,000 in a year. By December, unemployment had fallen to 256,000, almost one-quarter fewer than a year before.

### **U.K. Paper Comments on Canadian Unemployment**

The London *Financial Times* last month said unemployment in Canada is too high for too large a part of the year by British standards. It was commenting on a special staff report from Ottawa.

The newspaper said Canada was developing a new domestic financial policy because it is more and more judging the unemployment situation by British standards.

The paper's report from Ottawa said: "The Government is now veering round to the view that Canada's growth of population requires and justifies free spending on public projects even at the cost of increasing debts."

The policy "is obviously based on the view that any signs of repeated slackness next winter can be largely offset by public investment planned for its long-range usefulness in national development without too much regard to the budgetary situation of the moment," the *Times* said.

Canada's economy is oriented outward, the paper said, with a dependency on the United States market that makes the export trade "highly vulnerable to forces outside Canada's control".

### **New Labour Ministers Named in N.S., P.E.I.**

New Ministers of Labour have been named in two Maritime provinces; in one the portfolio was newly-created.

In a cabinet shuffle late in June Premier Hicks of Nova Scotia announced the appointment of J. Clyde Nunn as Minister of Public Welfare and Labour. Mr. Nunn is manager of a radio station at Antigonish.

Earlier in the month Premier Matheson of Prince Edward Island announced the appointment of W. F. Allan Stewart as Minister of Welfare and Labour, a newly-created post. From 1944 to 1949 Mr. Stewart was the province's Minister of Agriculture.

## **Automation Makes Unions Extend Activities—CIO**

"Traditionally, labour unions have been concerned with in-plant, on-the-job problems of workers as producers," Ted F. Silvey, of the Congress of Industrial Organizations' national headquarters, said in addressing a recent CIO automation conference. "Now, in addition to this, unions even more will have to extend their activities to the concern of workers as consumers and citizens, not only with respect to their wage income but also their leisure time and a great many public and community questions."

Automation, Mr. Silvey said, was being called a second Industrial Revolution. He noted that the word "revolution" meant a sudden and violent change. "CIO unions," he said, "can help control automation and its applications so it will make progress possible without disastrous results to workers, in fact be for the benefit of workers and all of society."

He referred to a statement often made that automation was "just more of what we've had, and there needn't be any concern about overproduction, about losing one's job, about extensive unemployment". He said this could be true if we were automatically intelligent enough in our social organization to properly apply the new advancements for human betterment.

Society and individuals are called upon, he said, to make changes in the adaption to the new technology. "Our problem is this unwillingness to change our patterns of government, of industrial relations, of education, of the whole business of living, to bring up to date the patterns of social institutions to meet the impact and the consequences of this technology in many ways".

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## **"No Sarnia Refineries But for Automation"**

Without "automation" there would be no jobs at all in oil refining at Sarnia, the President of the Imperial Oil Limited, J. R. White, has said. Speaking at an employees' reception marking the opening of the company's new plant, he said that the last 15 years had seen some of the greatest progress towards automation in the oil industry.

"In the same period, the number of jobs at Sarnia refinery has increased 41 per cent," he said. He noted an increase in the company's payroll of 252 per cent and that job security had increased proportionally.

"Automated pipe lines to bring us our crude and to take our products to market are the only means by which we can compete with refineries located closer than we to sources of crude or to larger markets."

Mr. White said that his industry was often cited as an example of automation in action and as one of the leaders in matters pertaining to pay, pensions and security and health plans.

Mr. White said there was a connection between the two forms of industrial leadership. "There is always a connection between high productivity and high incomes."

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## **"Public Can Help Reduce Seasonal Unemployment"**

The construction industry has a responsibility to the public but the public, too, has a responsibility to the industry to help it reduce seasonal unemployment by increasing the volume of winter work, said W. G. Malcom, Canadian Construction Association President, in recent addresses to Builders' Exchanges in Western Canada.

"Although great strides have been made to this end by means of new techniques," Mr. Malcom said, "about 25 per cent fewer are employed during the middle of winter in the construction industry than during the middle of the summer. With more careful timing of the award of contracts, more winter work could be carried out at comparable costs," he said.

Mr. Malcom said the benefits of such action were widespread and obvious: "Our employees would have more even employment and hence lower costs; we would have more continuous operations; owners would receive faster completions and the Unemployment Insurance Commission would receive fewer claims." The industry, he said, could only do so much. "The rest is up to owners and designers".

Mr. Malcom also stated that the ultimate end to higher labour costs without greater productivity would be higher price tags to owners. Construction employees, he said, had gained in terms of real earnings, due to increased productivity made possible by new machinery and methods, a better supply situation and greater management efficiency.

"Labour is in a position to be a major contributor to productivity and lower construction costs through greater individual effort," he said. "Production rates in a number of trades, however, are below pre-war levels."



## **Half Toronto Postmen Said Holding Extra Job**

Roughly 50 per cent of postal employees in the Toronto area have outside jobs, it has been estimated by Charles Axford, President of the Toronto branch, Federated Association of Letter Carriers (TLC). They find their take-home pay does not constitute a living wage, he explained.

The postmen's annual salary of \$3,060 is now far below that of Toronto police and firemen—close to \$4,000—whereas in 1918 the postmen's \$740 was higher than the firemen's \$710 and only slightly below the policemen's \$750, he pointed out.

"A letter carrier's top salary of \$3,060 is unrealistic by today's living costs," Mr. Axford told Ralph Hyman of the *Toronto Globe and Mail*. "If letter carriers got a top salary of about \$3,600 I don't think many of them would want to hold extra jobs."

(In June, President Eisenhower approved a pay raise for all United States postal workers amounting to 8.1 per cent. Of the total increase, the minimum raise will be 6 per cent, the remaining 2.1 per cent going into reclassification. The minimum increase was made retroactive to March 1.

Later in the month, the President signed a Bill providing for a 7.5 per cent increase for United States civil servants.)

## **Plan to Extend Vocational Training for Fishermen**

Beginning in October, it is hoped to increase the number of centres in Newfoundland in which vocational training courses for fishermen will be held. Last season, classes were held in ten centres, with a total of 293 men attending, 155 for navigation and 138 for engineering.

Newfoundland's fisheries training schools were set up in 1953 by the province's Department of Fisheries and Co-operatives in conjunction with the Department of Education and with the co-operation of the federal Department of Labour. Under the provisions of the Vocational Training Agreement of the Vocational Training Co-ordination Act, the federal Department shares equally with the provincial Government in the costs of operating the courses.

During the past season some \$13,825 was paid to trainees to compensate in part for time that they may have lost from some other work.

When setting up the vocational training program it was agreed that it could best be carried out by holding classes in communities around the coast and that, as

a beginning, a four-week course on the care and handling of marine engines and one on elementary navigation would be given in each place.

The two instructors employed during the first season began work in January 1954 and gave courses in engineering to 40 fishermen and in navigation to 51 men. Courses were discontinued during the fishing season but the instructors assisted fishermen with their engineering and navigation problems.

For the next season, two additional instructors were obtained. Courses began again in the Fall of 1954 and nine courses in navigation, with 155 men attending, and ten courses in engineering, with 138 men attending, were given during the season.

The length of each course is about four weeks, depending on travelling and other conditions. The course in navigation can take 25 men per class and the course in navigation, 15.

As it was believed that instruction in navigation and in the care and maintenance of marine engines was the vocational training most needed by fishermen, the first courses were in these subjects. Courses in new methods of fishing and of handling fish will be added.

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## **U.S. Congress Committee Approves \$1 Wage Floor**

An increase in the United States minimum wage from 75 cents to \$1 an hour was approved last month by the House of Representatives Labor Committee. The United States Senate already has approved the increase in a Bill passed in June. The Administration had recommended a 90-cent minimum.

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## **Seven-Hour Day Sought By U.K. Coal Miners**

Demands for the 7-hour day instead of seven-and-a-half hours, three weeks' vacation in place of two and a pay increase of 2s. 6d. featured the annual conference of the National Union of Miners in the United Kingdom, held in Rothesay, Scotland, during July.

The miners' union follows a policy of inviting management leaders to address its annual conventions and at this year's meeting, Sir Hubert Houldsworth, Chairman of the National Coal Board, which administers the country's nationalized coal mines, outlined to the 180 delegates the problems facing the coal industry.

## **U.S. Plans to Tackle Age Barriers to Employment**

The United States Department of Labor is planning to start a program this month to make "a real dent in the stubborn problem of age barriers to employment," it has been announced by Arthur Larson, Under Secretary of Labor. To provide full and free employment opportunity to all on the basis of ability alone would be the aim, he said in an address to the 8th annual conference on ageing.

"Business men are not going to hire old workers for sentimental reasons," Mr. Larson said. "They want to be shown that it is good business to do so."

Surveys had shown that older workers generally were more dependable and had less absenteeism than younger persons, Mr. Larson noted.

## **CCA Steps Up Activity in Apprenticeship Promotion**

Indicative of the stepping-up of its activities in apprenticeship promotion, the Canadian Construction Association last month issued Bulletin No. 1 of a new series entitled *Training Topics*.

The bulletins are designed to provide material for possible use by local apprenticeship bodies on which CCA members are represented. They are prepared by the Association's apprenticeship and youth training committee.

## **Steelworkers in U.S. Win 15-Cent Wage Increase**

Wage increases averaging slightly more than 15 cents an hour were obtained by 600,000 members of the United Steelworkers of America (CIO) in the United States on July 1 following a strike of 12 hours, the shortest in the history of the industry. The settlement was first reached by the union with the United States Steel Corporation, followed by similar agreements with the other major producers in the industry.

The increases provide for a flat 11½-cent hourly wage boost for all workers and an additional half-cent spread between each of the 32 job classifications in the industry. The spread is estimated to average another 3½ cents an hour.

The new agreement raises the average hourly earnings of steelworkers to \$2.44½. The lowest paid worker in the mills will now receive \$1.68½ an hour.

The increases were made possible by a wage re-opening clause in the contract

which permitted negotiations on this topic alone. The contract expires in all its provisions in 1956.

Following completion of the agreement, the U.S. Steel Corporation announced a 5.8 per cent price increase. Two weeks later it reduced the price of cold-rolled low-carbon ship steel by \$4 a ton.

## **Canada Excludes Negroes, Porters Union Charges**

A policy of exclusion in relation to Negroes is being carried out by the Canadian Department of Citizenship and Immigration, the Brotherhood of Sleeping Car Porters (AFL-TLC) charged during a week-long training conference held in Montreal June 27 to July 1. The Brotherhood, with a membership of 17,000 in Canada and the United States, called the policy a "disgrace to a democratic national state" and appealed to "the liberal and labour forces of Canada to join with their Negro fellow citizens in bringing about the liberalization of Canadian policy on immigration".

The labour body singled out for criticism discrimination against persons of colour, especially Negroes in the West Indies and the United States. "Negroes in Canada, whether from the USA or the West Indies, have demonstrated that they have the quality along with the white immigrants for good and sound citizenship," the union said in a resolution.

### **A. Philip Randolph**

The danger of a labour union tying its fortunes to the "tail of any political kite" was stressed by A. Philip Randolph, President of the Brotherhood since its founding in 1925. Mr. Randolph said that it was not sound for a responsible labour organization to be committed to any political party because "you never know where that kite is going to sail".

The Brotherhood head also warned that labour unions must fight a continuous battle against communism or succumb to it. "Dictatorship is the enemy of all labour organizations and this is why we are concerned with the maintenance of democratic ideals," he said. Mr. Randolph added that "we're fighting for the freedom of both labour and management, without which the free enterprises system would collapse".

### **Prof. H. D. Woods**

A warning that trade unions are showing a tendency to move away from the civil liberties for which they once fought so bitterly was voiced by Prof. H. D. Woods, Director of McGill University's Industrial



Relations Centre. He suggested that the increase in the power of unions today and the present ideological conflict in the world has contributed to this trend.

Expanding on this theme, Prof. Woods said:

The unions have acquired institutional power of great magnitude. To a large degree the old struggle for recognition has been solved by the legal device of certification of the bargaining rights. The source of union strength, while still requiring membership support, now is founded in the law. The need of vigilance in protection of the civil liberties of the individual is not so crucially apparent as it was in the days of the yellow dog contract.

The second factor working to reduce the union defence of basic liberties is the problem of world peace. Here the unions are confronted with the age-old dilemma of liberalism. How can liberally-minded persons justify the defence of civil rights of those whose object is to destroy those rights themselves?

Prof. Woods concluded by stating that our basic problem is to protect the rights of the individual in spite of the ideological split and he called upon the trade unions to "rededicate themselves to the task".

### **Kalman Kaplansky**

Pioneers are needed to blaze new trails against discrimination, Kalman Kaplansky, Director of the Jewish Labour Committee, told delegates to the conference. He said that such people were particularly needed to prove the efficacy of the Canada Fair Employment Practices Act.

Mr. Kaplansky called the recent promotion of a number of Canadian Pacific Railway coloured porters to positions as sleeping car conductors a "great historical event" which he attributed to the Fair Employment Practices Act. "We also know of a number of large Canadian corporations which are now refraining from discrimination in employment as a result of this Act," he added.

Speaking on the need to acquaint the public with the provisions of the legislation, Mr. Kaplansky said:

There is a tendency on the part of members of so-called minority groups to look with skepticism, even cynicism, upon all efforts to open new opportunities for them. Then there is also the reluctance on the part of such people to be pioneers, to become only one representative of a minority group in a plant or establishment.

During its week-long conference, the Brotherhood approved resolutions calling for:—

Opposition to any legislative action or decree that would deprive labour of the right of free collective bargaining.

"Unqualified" support for the United Nations.

Condemnation of Communist infiltration into coloured groups and trade unions.

### **J. Scott Milne, President of IBEW, Died in July**

J. Scott Milne, Canadian-born President of the International Brotherhood of Electrical Workers (AFL), died last month on his farm near Portland, Ore. He was 57.

Gordon M. Freeman of Cincinnati, a Vice-president of the Brotherhood, was named by the union's executive board to complete Mr. Milne's unexpired term.

Mr. Milne was born in Vancouver. He was a Vice-president of the Brotherhood, representing the West Coast, for a number of years before 1947, when he became Secretary-Treasurer. Later he was elected a Vice-president and in April last year named President. Last May he was made a Vice-president of the American Federation of Labor.

Mr. Freeman was born in Portsmouth, Ohio, on November 15, 1896. He joined the union in 1912, became business manager of the Portsmouth local and later served as Brotherhood representative in the Tennessee Valley. In 1944 he became an international Vice-president. His term will run until the union's next convention in 1958.

### **May Housing Starts Rise 12 Per Cent over 1954**

Construction was started on 15,043 new housing units in May, 12 per cent more than in the same month last year, when starts numbered 13,398, the Dominion Bureau of Statistics has reported. The number of units completed during the month, however, was 1 per cent below that a year earlier, 8,332 versus 8,424.

Starts in the first five months this year totalled 36,976, up 9 per cent from 33,812 last year. January-May completions numbered 41,239, an increase of 16 per cent over the 35,525 completed in the first five months of 1954.

Under construction at the end of May were 65,543 units, 13 per cent more than the 57,816 uncompleted on the same date last year.

In the United States, non-farm housing starts advanced seasonally in May to 132,000, the U.S. Labor Department's Bureau of Labor Statistics has announced. This was 22 per cent above the figure for May 1954.

# **Proceedings of Parliament of Labour Interest**

June 21

## **Unemployment**

A statement, prepared for the press, concerning proposals for the relief of unemployed persons not covered by unemployment insurance, submitted by the federal Government at the federal-provincial meeting, June 20-21, was announced by the Prime Minister (L.G., July 1955, p. 745).

June 24

## **Work Week, Penitentiary Staffs**

Government decision to introduce the 5-day 40-hour week, starting September 1, for the staffs of federal penitentiaries was announced by the Minister of Justice.

July 16

## **National Health Insurance**

During consideration of the estimates of the Department of National Health and Welfare, the question of a national health insurance scheme was raised by the Leader of the Opposition, leaders of the CCF and Social Credit parties and other members.

Having obtained, as a result of the surveys conducted, the essential basic information, there should be no further delay in seeking a solution of the problem and establishing a basic pattern acceptable to the governments of this country, declared the Hon. George Drew.

In reply, Mr. Martin said the problem is to find some equitable method by which some proper means can be found to purchase medical and hospital care in a way such as to avoid the hazards which most reasonable people foresee. He explained:

As the Government views the problem, it does not involve a question of professional regimentation. It is not a matter of providing the state with a monopoly of power. But any adequate solution to this complex social and economic problem must take realistic account of financial and constitutional factors. It must take into account the need for maintaining professional freedom and respecting the essential traditions of medicine, as well as the assurance of adequate supporting health facilities and services and, above all, of course, the needs of the people to be served.

What we seek, and what I believe is sought by most people in Canada, regardless of political affiliation, is not socialized medicine but perhaps something that could be described as socially sound medicine. That is, it involves satisfactory medical and hospital care for the members of our society.

That is the framework of the problem which, as the Leader of the Opposition said, under our constitution is primarily the responsibility of the provincial governments.

Referring to the national health grants program, Mr. Martin said it should not be forgotten that this whole program was referred to by the late William Lyon Mackenzie King, in May 1948, as "a prerequisite to a system of national contributory health insurance, administered by the provinces and jointly financed under satisfactory terms based upon agreement with the ten provincial governments".

Unless all the provinces are in agreement, it is not possible to have a scheme, declared the Minister. The latest of the reports on surveys conducted by the ten provincial governments on the health facilities, needs and cost of any scheme which they might care to see implemented, he said, was received only last April. Only one province, Saskatchewan, committed itself to a national health insurance scheme.

The policy of the Government, said Mr. Martin, was "clearly and unequivocally stated by the present Prime Minister of this country when we went to the people at the last federal election... I give it to the House again as the policy of this Government:"

We are committed to support a policy of contributory health insurance to be administered by the provinces. But under our federal system, to get health insurance started the people and the governments of the various provinces have to take the initiative in working out plans adopted to local conditions.

We are ready to assist in a sensible and practical nation-wide scheme, but that depends on satisfactory agreements with the provincial governments.

I am more convinced than ever that this is a field which should, as far as practicable, be left to provincial administration. Conditions differ vastly from one province to another, and services which are suitable for one region are quite unsuitable to another. We now have had a great deal of experience with health schemes of all kinds in this country, including full-fledged hospital insurance in two of our provinces.

But I do not think it would be fair to the taxpayers of Canada in all the provinces to make federal contributions to provincial schemes in only one or two provinces.

Federal contributions should be regarded as a supplement and an evenner-out, when most of the provinces are prepared to undertake satisfactory schemes.

And it is the Government's policy to go on improving federal health grants which have done so much to place all the provinces in a better position to discharge their primary responsibility in this important field.



July 18

### Public Projects

In a reference to public projects during discussion of the Department of Public Works estimates, the Minister recalled that as far back as 1949 he had stated that the concept of a shelf of public works was not realistic.

In our buoyant and expanding economy we have all we can do to keep up with current development and implementation of projects rather than resort to what is really a stagnant concept of putting projects on a shelf, doing nothing about them, saving them for the day when we will need to get them off the shelf and put them into effect. With the way this country has been and is developing these projects are being implemented from day to day. Our policy is to carry out those projects which are necessary to the development and growth of this country, and to do them at such time as they will contribute most to the economic and employment situations.

July 25

### Government Annuities Act

The House resumed consideration of the amendment moved May 20 by W. Ross Thatcher (Moose Jaw-Lake Centre) to the resolution providing in the Department of Labour estimates for a sum of \$1,015,522 for administration of the Government Annuities Act (Item 175).

Contending that the Annuities Branch should be self-sustaining and should not have to be subsidized by the Canadian taxpayer, Mr. Thatcher had moved that the amount should be reduced to \$1. He declared himself in favour of annuities being sold at cost but not at a loss and asked for a change in Government policy in this respect.

The amendment was defeated by a unanimous vote and the item was agreed to.

### St. Lawrence Seaway Wage Scale

W. B. Nesbitt (Oxford) asked if the Minister of Labour was aware of any labour contracts in respect to the St. Lawrence Seaway, in which United States labour working in similar jobs and along-side Canadian labour is to receive higher wages than Canadian labour.

The Acting Minister of Labour, Hon. Paul Martin, said he was aware of such a situation but that each country establishes its own wage scales. If it happens to be a United States contractor and the work is wholly performed in Canada, the Minister pointed out, he must conform to the Canadian wage laws.

### Transfers of Unemployed Coal Miners

The possibility of moving unemployed coal miners in the Maritimes to base metal mines in other parts of Canada is being explored, the Hon. Paul Martin, Acting Minister of Labour, announced in the House. He was replying to Clarence Gillis (Cape Breton South) and H. W. Herridge (Kootenay West).

The question arose during consideration of items in the Labour Department estimates providing for grants for vocational training and for the movement of workers from outside Canada to farms and other essential industry when Canadian labour is not available to meet the need.

Mr. Herridge suggested it would be good policy to use some of the money to transfer displaced coal miners from Nova Scotia to their own occupation in British Columbia "and thus look after Canadians first".

Said Mr. Gillis: "A coal miner would have very little difficulty in adapting himself to base metal mining because it is a much easier job than coal mining."

### Coal Mining Industry

In a review of the coal industry in Canada during the discussion of the grant for the Dominion Coal Board in the Department of Mines and Technical Surveys estimates, the Minister said:—

"...In the immediate future, however, there will be very serious changes and transitions within the coal industry.

"The greatest challenge facing the coal industry at the moment is that of reducing the cost of production in order to meet competition. You cannot separate the cost of production from the marketing problem. If the industry is successful in reducing costs, the markets will be correspondingly improved."

The Leader of the Opposition, observing that the outline given by the Minister was not one to convey any substantial measure of encouragement to those dependent upon coal mining as a source of livelihood, or to those who may regard the production of coal as an essential part of the Canadian economy, urged the Government to adopt a policy aimed at increasing the consumption of coal.

July 28

Parliament prorogued.

# **Labour Day Messages of Canadian Union Leaders**

**Claude Jodoin,**

*President, The Trades and Labour Congress of Canada*

It is a very great pleasure for me to extend fraternal greetings on this Labour Day to all of the officers and members of all affiliated and chartered organizations of The Trades and Labour Congress of Canada, and to all Canadian workers. This year, in particular, we have reason to consider our present position and give careful consideration to our possibilities and potentialities for the future.

Our convention this year was held rather earlier than usual and it arrived at decisions which will shape the future of the organized labour movement in Canada for many years to come. This 70th annual convention of The Trades and Labour Congress of Canada was an historic occasion.

When one recalls that almost all of the legitimate labour movement of Canada developed in one way or another out of The Trades and Labour Congress of Canada, it is all the more significant that now there is such a strong and determined effort being made to re-unite at least the major parts of that movement within the framework of one national central congress. Realizing that a jurisdictional dispute a little more than 30 years ago forced President A. R. Mosher and the Canadian Brotherhood of Railway Employees out of this Congress, it was a great sight to see Vice-President Frank Hall of the Brotherhood of Railway and Steamship Clerks, the other union in that old dispute, escorting President Mosher to the platform of our convention following the unanimous decision of the delegates to amalgamate The Trades and Labour Congress of Canada and the Canadian Congress of Labour in one new Canadian Labour Congress. And when our delegates gave President Mosher of the CCL a standing ovation following his address, it was all too apparent that the desires of our movement were for full and complete organic unity.

Naturally, some affiliated organizations have had some qualms about unity because they have been faced with certain difficulties which may be still unsolved. However, it now appears that all sections of our movement see in the possibilities of amalgamation far greater things and in this light are prepared to face their difficulties with confidence.

Unity is not only desirable, but necessary. It is desirable because we believe that we can solve our problems more successfully

and proceed as trade unionists in the best interests of all of our membership much more effectively in this way. It is necessary because we face great problems and these problems seem much more likely of solution through our combined efforts than under conditions of division and possible misunderstanding.

One of these problems is unemployment. Business throughout Canada appears to be on the upgrade. With few exceptions, there seems to be a strong upswing in industrial and commercial activity. Results of the first months of the year and the prospects for the remaining months suggest that business levels may turn out to be even higher than in any year in the past. This, however, is going on while unemployment remains unreasonably high. And we cannot escape the conclusion that the number of unemployed this coming winter will again be too great and of the most serious extent.

We, as a Congress, have instructions from the convention to do all in our power to remedy this situation. We shall do so.

It is gratifying to note that a further conference of federal and provincial ministers has been held to find a formula for the sharing of the costs of relief for those unemployed persons who are able to work but have exhausted their unemployment insurance benefits. This is an improvement over the traditional refusal on constitutional grounds by these responsible authorities to share such burdens. But it is not the solution to the unemployment problem which we can accept.

We will continue to press the federal authorities, and through our provincial federations the provinces, and through our trades councils the municipalities, for action which will produce work for the unemployed. We are satisfied that better planning of public spending by the three levels of government and greater encouragement by them of those who are responsible for industrial and commercial activity can produce more jobs and more continuity of employment throughout the year.

At the same time we are determined to press for the early implementation of a nation-wide health insurance scheme. Here again, we will work with our provincial federations of labour in order that all provinces may soon reach agreement on this vital social security matter.



Our participation in matters of international affairs is becoming increasingly important and desirable. We hope to give more attention to this field of labour activity.

In all of these fields we hope to co-operate with our friends in the Canadian Congress of Labour, giving in this interim period the fullest possible meaning to unity even though the final touches have yet to be given to amalgamation of our two Congresses.

There are those who feel, perhaps, that in amalgamation the great struggles and

successes of this 82-year-old Trades and Labour Congress of Canada will be lost and forgotten. I am not one of those. In my view, amalgamation will open up new avenues and opportunities for using the vast reservoir of experience and achievement of this Congress and all of its affiliated organizations and memberships to the greater advantage of all. It is in this light that I extend greetings to all on this Labour Day and look with the greatest hope and anticipation to even greater achievements by organized labour in the future.

## **A. R. Mosher,**

### ***Canadian Congress of Labour***

Labour Day in 1955 may be celebrated more whole-heartedly than has been possible for a number of years. There has been a definite lessening of tension in the international field. While the Big Four meeting at Geneva did not achieve all the success that had been hoped for, nevertheless the personal meeting of the world's political leaders is bound to have considerable value in promoting better international relationships.

The danger of another war, so destructive as to be almost beyond imagination, has been in the forefront of public attention, and it is encouraging to feel that there has been some improvement in the relationships between the free world and the Communist group of nations.

So far as Canada's domestic affairs are concerned, the industrial situation is undoubtedly very much better than it was a year ago, and it is anticipated that the current year will be among the most productive in our history. Some industries are still suffering from setbacks but the over-all picture is reasonably satisfactory.

The labour movement in Canada has seen some noteworthy developments since last Labour Day. The most important of these is the anticipated merger between the Trades and Labour Congress of Canada and the Canadian Congress of Labour. A merger agreement has already been approved by a convention of the Trades and Labour Congress of Canada, and it is expected that this will also be approved at a convention

of the Canadian Congress of Labour in October next. It is noteworthy that similar action is being taken in the United States to bring together into one body the American Federation of Labour and the Congress of Industrial Organizations.

The organized workers of Canada, through their unions, have obtained improvements in wages and working conditions in a number of industries. The increased purchasing power thus made available helps to keep the wheels of industry moving, and promotes the well-being of the nation as a whole. There has also been a notable increase in the membership of labour unions, as more and more workers realize the desirability of joining forces and working together for the common good.

As a result of the merger of the two great labour centres in Canada, the strength and influence of organized labour in Canada will be greatly increased. In the past, policies affecting the interests of the workers were determined by either employers or by governments, or both, without the workers themselves having any voice in the determination of such policies. In a democracy, every substantial group should be in a position to express its opinion regarding matters of concern to it and to give such matters the utmost possible support. In future, the Canadian labour movement will be in that position, with resultant benefit to the workers themselves, to Canada, and to the rest of the world.

## **Gérard Picard,**

### ***General President, Canadian and Catholic Confederation of Labour***

Soon it will be Labour Day again—symbol of the hard struggle the workers have had and are still waging to ensure working and living conditions consistent

with their dignity as human beings and to make clear the vast importance of their role, as individuals and as a class, in our present-day society.

As a matter of fact, this holiday has no meaning for us unless, refusing to spend it in the rather commonplace way we would spend an ordinary holiday, we remember first of all, when the day comes, that it originated at a time when our predecessors were fighting for the recognition of an initial right—the right to organize, like other classes of society, our own professional syndicates. And unless we think of all the work which has had to be done since that time to free the working classes and to help in their progress.

Then the real meaning of trade-unionism is better understood, as well as the exceptional merits of all who, from one generation to another—moral advisers, militant leaders or faithful members of their unions—have not ceased to struggle with

all their might and to the best of their ability, showing all the necessary courage, conviction and goodwill.

If after more than a hundred years of trade-unionism Canada's working class is now able to boast of numerous successes, it must give all the credit to those who have taken their turn in standing in the breach.

When Labour Day comes let us not overlook past difficulties, and still less those of the present day, but let us know how to ward off defeatism by thinking of the tremendous progress which labour solidarity has nevertheless permitted us to realize thus far.

I wish all workers a serene, restful and happy holiday which will prepare them for further union success.

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## **W. C. Phillips,**

*Chairman, National Legislative Committee, International Railway Brotherhoods*

The National Legislative Committee of the International Railway Brotherhoods extends Labour Day greetings to our affiliates and all other labour organizations with whom we have been associated nationally and provincially in the unabated and persistent efforts to secure the enactment of improved labour relations and social welfare legislation. If at times our progress seems unduly hampered, we are encouraged by the improvement in the workers' general standard of living during the last three decades. Past years constitute fundamental gains that point the way for the workers to secure increases in income, shorter work hours and a higher standard of living. However, a great deal remains to be accomplished for the welfare of the worker and his family. Workers must continue to rally together through labour organizations and oppose unfair wages and hours and thereby have a voice in the decisions affecting their interests.

Railway employees are very much concerned over the impact of "automation", having already experienced the loss of numerous jobs by the introduction of diesel locomotives, central traffic control and many other technological improvements. The employees are progressive and have no desire to obstruct progress but call for even-handed justice for those who invest creative labour with those who invest

capital. Industry should be willing to share with them the benefits of modern technology.

For thousands of railway workers Labour Day will be a busy work day as they provide transportation for other citizens taking advantage of the last summer holiday week-end and, while so employed, they will recall with deep appreciation the pioneers of the labour movement who, with great personal sacrifice, laid the foundations for free trade unions; and they will also have a thought for those unfortunate workers in other countries who are economic slaves to the state or the employer.

The economic recession appears to have been halted, fewer workers are unemployed than at this time last year, and consequently more purchasing power is in the pockets of many consumers. We are especially gratified to note the increase in railway traffic and earnings for the first half of 1955.

We join with all labour organizations in supporting the splendid accomplishments of the International Congress of Free Trade Unions in assisting workers in backward countries to establish *bona fide* trade unions.

We recognize that an increasing number of employers give evidence of their care for the common good and of human relations within the industry.



## **More Auto Firms Sign UAW-Ford Type Contract**

Agreements similar to those reached by the United Auto Workers with Ford and General Motors (L.G., July, p. 811) have now been signed by several other companies in the United States automotive industry.

Meanwhile, the Michigan Attorney General has ruled that no law changes are needed to make effective in that state the new layoff plan embodied in the contracts.

A pooled supplementary layoff plan has been established in a contract between the UAW and the Automotive Tool and Die Manufacturers Association, Detroit.

Companies that have signed new contracts with the UAW include: White Motor Company; the Eaton Manufacturing Company, Cleveland; the Detroit plants of Thompson Products, Inc., and the Auto Specialties Company; and the Barcy-Nicholson Company, Detroit. A provision in the Barcy-Nicholson contract allows the company to seek a wage cut if the layoff plan proves too expensive.

The AFL Sugar Refinery Employees Union at a California refinery of the California and Hawaiian Sugar Refining Corporation has also negotiated a supplemental layoff benefit plan, the first in the state. The plan provides for payments, to supplement state unemployment insurance benefits, of 65 per cent of take-home pay from the third through the 27th week of a plant shutdown.

An unemployment security fund has been obtained by the National Maritime Union (CIO) in negotiations with dry cargo, passenger vessel and tanker operators on the East and Gulf coasts. The firms will pay 25 cents a day per man into the fund to provide unemployment benefits which, added to state payments, will make a total of \$40 a week for a possible 26 weeks. Payments from the fund will not begin for a year.

The American Velvet Corporation and the CIO Textile Workers have written a "guaranteed annual wage" provision into their existing profit-sharing program. It will pay laid-off workers with ten years' service \$10 a week for 26 weeks, the period during which they will be drawing unemployment insurance benefits, and, to employees still laid-off at the end of 26 weeks, \$40 a week for another 26 weeks. The company pays 27 per cent of its pre-tax income into the profit-sharing plan.

## **Mark 20th Anniversary Of ILGWU in Winnipeg**

A dinner attended by union members, representatives from the garment industry, and civic and provincial government officials at the end of June marked the 20th anniversary of the arrival in Winnipeg of the International Ladies' Garment Workers' Union (AFL-TLC) and of its organizer and manager of its Winnipeg Joint Board, Sam Herbst.

A booklet issued to commemorate the anniversary carries messages from Hon. Milton F. Gregg, Minister of Labour, Hon. C. E. Greenlay, Manitoba Minister of Labour, and Mayor George Sharpe of Winnipeg.

Charles S. Zimmerman, a Vice-president of the ILGWU, represented President David Dubinsky at the dinner.

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## **Warns Governments Have No Money of Their Own**

A warning that "governments have no money of their own" was voiced by Senator Thomas A. Crerar, Chairman of the Senate's Standing Committee on Finance, in the Committee's most recent report. Senator Crerar pointed out that governments can obtain their money requirements only by "taking it out of the people's pockets in taxes" or by borrowing "so long as they are able to borrow".

"If taxation becomes burdensome, and we believe that this is the case today," the Committee's report said, "the individual's ability to spend and prosper in his own way is curtailed." When Governments have to borrow to meet deficits, "the danger signals are definitely flying".

Pointing out that inflation is still a powerful factor in our economy, Senator Crerar said that there were increasing demands on all governments for more expenditures "to meet needs fancied or real" by sections of the population.

He cited demands from farmers for guaranteed prices for agricultural products, from labour unions for a guaranteed annual wage, from industries exposed to foreign competition for subsidies or more tariff protection and from "well-meaning" groups of individuals for higher welfare expenditures as cases in point.

# The Story of

The story of THE LABOUR GAZETTE revolves to a great extent around the trade union movement of Canada. For nearly 30 years from the organization of the first Canadian labour congress in 1873, there was a consistent and constant demand by organized labour, through its central body, for the establishment of a Bureau or Ministry of Labour and, associated with it, a demand for the creation of a monthly journal or gazette to serve as a repository of information about labour for the working man, the industrialist and the general public.

Every labour convention from 1873 pressed for the creation of the Department and its official journal.

At the first meeting of the Canadian Labour Union in 1873, delegates drafted a resolution and forwarded it to Ottawa demanding a Labour Department under a responsible minister of the Crown and demanding the establishment of a gazette. The demand was reiterated at the conventions of 1874, 1875, 1876, 1877 and 1883, each time in stronger and stronger terms. When, in 1886, out of the Canadian Labour Union emerged The Trades and Labour Congress, the new organization, more powerful than any of its predecessors, again and again presented the same resolution, but in a form more explicit and forcible.

Finally aroused, the Government appointed in 1887 a Royal Commission on Capital and Labour to inquire into all the charges made by organized labour throughout the years. A definite understanding was given that witnesses were not to be interfered with, either before or after they had testified before the Commission. In its report to Parliament the Commission stated that a Department of Labour and a labour gazette, so long demanded by organized labour, were essential; it recommended their creation. The first issue of THE LABOUR GAZETTE, September 1900, was presented by the Hon. William Mulock, the first Minister of Labour, to Ralph Smith, the President of The Trades and Labour Congress, meeting that month in Ottawa for its annual convention.

A brilliant gathering of notables witnessed the presentation. The Prime Minister, Sir Wilfrid Laurier, was there accompanied by members of his Cabinet. Present too, rejoicing in the fulfilment of their dreams of emancipation for organized labour, were veterans of the years of fighting, 1866 to 1900, men like John W. Carter, John Hewitt and Daniel J. O'Donoghue.

For the establishment of the Department of Labour and THE LABOUR GAZETTE by the Conciliation Act of 1900 was in a way a major landmark in the history of Canadian labour, a story that had its beginnings as long ago as 1816. In that year Nova Scotia passed an Act similar to a British statute of 1880 that forbade the assembling of workmen for any purpose whatever; in effect, the Act made outlaws of trade unions; any type of combination of workmen was forbidden.

That there were unions of a kind in Nova Scotia at that date is indicated by a reference in the Act's preamble to the "numbers of workmen in Halifax and other parts of Nova Scotia who by unlawful meetings endeavoured to regulate the rates of wages". In the 1820's, a meeting of the National Typographical Society in Philadelphia made mention of a fraternal delegate from Nova Scotia.

Other provinces had similar statutes prohibiting assembling by workmen. And other provinces had unions: there was a printers' society in Quebec in 1827 and one in Toronto by 1831.

The Montreal Gazette of 1832 reported the determination of a carpenters' society in Toronto to assemble when necessary to safeguard their welfare "despite the law on the statute book". This apparently marked the beginning of labour's struggle for emancipation from the restrictions of statutes banning assembly.

In the 1850's the English Amalgamated Society of Engineers and the Amalgamated Society of Carpenters, through their New York offices, established locals in Canada. During the next two decades the number of local unions in Canada increased, lodges or local unions being set up by the



# THE LABOUR GAZETTE

With this issue *The Labour Gazette* completes 55 years of publication. To mark the event, this brief account of the origin of the Department's official journal was prepared

Knights of St. Crispian, printers, shoemakers, iron moulders, coopers, bricklayers, masons and stonecutters, painters, machinists and blacksmiths, shipwrights, caulkers and sail makers, longshoremen, bakers, and tailors. Some of the centres in which unions were formed were Toronto, Ottawa, St. Catharines, Hamilton and London. Ottawa printers even were able to win a 10-hour day.

It was during the 1860's that men like John W. Carter, Daniel J. O'Donoghue, John Hewitt, J. S. Williams and William Magness appeared on the scene. Despite the ban on assembling, men like these, risking imprisonment as they did so, by writing and distributing articles and pamphlets, by organizing parades, by personal appearances, called public attention to the jailing of 24 printers involved in a "Nine-Hour League" strike.

Such was the public response to labour's appeals that the Prime Minister, Sir John A. MacDonald, facing by-elections in six constituencies, had passed, in 1872, the Canadian Trade Union Act, which relieved unions of the limitations and penalties of the statute banning assembly.

It was during the 1860's, too, that the move towards centralization began in labour organizations. The first national congress of Canadian labour was summoned in 1873.

The demands of the Canadian Labour Union Congress and its successor, The Trades and Labour Congress, for a Department of Labour and a labour gazette found a champion from outside the ranks of labour: a man who early in 1900 had made a favourable impression on Postmaster-General William Mulock when he showed him, before their publication, a series of articles on working conditions in the garment trades that he had written for the *Toronto Mail and Empire*. The crusading

writer was Mackenzie King. After completing for the Postmaster-General a report with recommendations on which the Government could act, a report from which stemmed the Fair Wages Resolution of March 1900, Mr. King suggested that there should be a Department of Labour to deal with such problems.

This was something new in the function of Government in Canada; Mr. Mulock had to sell the idea to the Cabinet. But later that year he introduced a Bill—The Conciliation Act, 1900—designed, among other things, "to provide for the publication and industrial information in a *Labour Gazette*".

"It will," he stated in the House, "be a useful publication for all classes concerned in industrial life whether employers or employees and will enable them better to understand not only the conditions affecting their own side but the conditions affecting the side of the other party", and cognate with such an understanding, it was hoped "that parties to industrial conflicts would be more ready to adopt peaceful arguments for the settlement of controversies".

Then, as a sort of necessary after-thought, Mr. Mulock announced that "another object of the Bill is to establish a Department of Labour", one of the chief functions of which was to provide motive power for conciliation machinery. Thus THE LABOUR GAZETTE came first and out of it emerged a new Department of Government.

The Opposition wanted to know if THE LABOUR GAZETTE was to be a party organ. In an age of intense personal journalism, they doubted that altruism was behind the launching of the new periodical, even though its announced purpose was the factual reporting of social and economic conditions. The Postmaster-General was able to silence the critics.

The enabling legislation was quickly passed. The Department of Labour was set up with an appropriation of \$10,000 for the remainder of its first fiscal year. Mr. Mulock then held the dual portfolio of Postmaster-General and Minister of Labour. Mr. King was made Editor of THE LABOUR GAZETTE, which duty was later combined with that of Deputy Minister.

In his first issue, that dated September 1900, Mr. King wrote: "THE LABOUR GAZETTE... is published with a view to the dissemination of accurate information relating to labour conditions and kindred subjects... The matter contained in its columns is intended to be of service to workmen and others desiring reliable data in regard to questions especially affecting labour, and such topics as have a bearing on the status and well-being of the industrial classes of Canada." He also announced that "THE LABOUR GAZETTE will not be concerned with mere questions of opinion, nor will it be the medium for the expression of individual views".

The emphasis at the turn of the century was on the abolition of sweat shops, shorter hours, higher wages, government inspection of factories, better apprenticeship laws, elimination of child labour, free schooling and free school books; and THE LABOUR GAZETTE recorded the struggle for—and the eventual winning of many of—these objectives.

The choice of Mr. King to be the first Editor of THE LABOUR GAZETTE was a wise one: he had gained experience in labour matters from his work with the Rockefeller Institute; he was internationally recognized as an authority on labour and social problems.

Mr. King's choice of Henry Harper, as his assistant, was also a wise one. The two men set THE LABOUR GAZETTE on the course it has followed in its 55 years of publication.

There was a close working alliance between them. Once Mr. Harper wrote to his chief:

As I ran over in my mind the progress already made by the Department and

fastened my imagination to see its future, the one formidable obstacle which I saw ever before us was the difficulty of keeping firm in one's convictions in the face of growing clamours for things which one cannot approve, yet which are uttered by people whom you cannot ignore.

The work we do on THE LABOUR GAZETTE allows opportunity for a careful and searching analysis of the industrial and social life of the Dominion. Already I can see the practical usefulness of the work. In addition to the obvious recognition of the claim of labour involved in the creation of the Department, we have it in our power to publish information which would lead to a better understanding all around, as well as to further such movements as arbitration and conciliation, which tend to produce industrial peace.

When, in 1901, Mr. King was absent in Western Canada as an arbitrator, Mr. Harper wrote in a letter to his chief these words:

We should discourage anything that tends to prevent Canadian workers from being good citizens with enough means and leisure to avoid the brutalizing tendency of suppressed bitterness and poverty: this is necessary for that end. I am inclined to believe that healthy rational development will be best furthered by restraining the influences which tend to lower the level of citizenship and the well-being of the workers in a country, in which, as in Canada, the workers are an important element in the governing of the nation. Society must insist upon rules of fairness governing our industrial system and upon frowning down upon the mean man. Let each individual have to himself the reward of his energy, and of his legitimate effort, but let his work be in accordance with the rules of fair play and frown down and banish if need be the mean man.

During the 55 years that it has been in existence, years during which labour has made impressive gains, THE LABOUR GAZETTE has recorded and kept pace with the changing industrial scene. Having reported the winning of many of labour's early objectives, it now reflects the new status of labour in Canada and its place in the continuing social advancement of this nation.

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## Specialists Obtain Jobs More Easily, Says University President

Despite the praise extended to the liberal arts graduate, "the unalterable fact to date is that the narrowly trained specialist can land a job more easily," the Very Rev. John A. Flynn, President of St. John's

University in Brooklyn, N.Y., said in his annual report to the University's board of trustees.

Mathematics and science majors, who have a choice of employment, are the sole exceptions, Father Flynn said.



# Labour Force Trends, 1947-1954, in Canada and the United States

One notable trend on the North American continent since war's end has been rapid economic expansion broken by only relatively short periods of adjustment. Impact of development patterns similar in both nations

Rapid economic expansion, broken by only relatively short periods of adjustment, has been one of the notable trends on the North American continent during the past ten years.

Although the patterns of development in Canada and the United States have differed substantially, their impact on the labour market has been surprisingly similar in both countries. Until 1953, employment and the labour forces in both countries expanded at an average rate of about 1 per cent annually. Employment in the non-farm industries increased at an annual rate of 2 per cent or more and employment in agriculture decreased by more than 3 per cent annually. Both countries experienced an employment decline in 1954 which, when combined with the continuing growth of the labour force, resulted in a sharp rise in the level of unemployment. Employment in both countries began to recover at the end of the year and at the beginning of 1955 was higher than a year earlier by about the same proportionate amounts.

Changes in the main components of the labour force are outlined in the table at the bottom of this page, which shows that differences between the two countries were mainly differences in degree. In the period of expansion, total employment increased a little more rapidly in the United States, the average growth being 1.2 per cent per year compared with 1.0 per cent in Canada. On the other hand, non-farm employment showed a sharper rise in Canada than in the United States, the increases being 2.6 per cent and 2.0 per cent respectively. Similarly, agricultural employment declined more sharply in this country than it did in the United States.

The downturn that began in the last half of 1953 had its greatest effect on the non-farm sector, particularly in manufacturing and transportation. Employment in non-agricultural industries decreased to the same extent in both countries. In Canada, however, employment in agriculture increased, contrary to the post-war trend, while in the United States it continued to fall, though at a reduced rate. As a result, the drop in total employment was more marked in the United States than in Canada, and the rise in unemployment was sharper.

In both countries, all major industrial groups except agriculture shared in the employment expansion that occurred in the period 1947-1953. Heavy investment in new industrial capacity, power projects and the development of new sources of raw material were reflected in construction employment, which expanded by one-third in both countries. There was also a rapid growth in the service and trade industries, the employment increases ranging from 15 to 25 per cent over the six years. In manufacturing, however, the employment growth was relatively small, amounting to 13 per cent in United States and 8 per cent in Canada. Transportation employment increased by more than 10 per cent in Canada but by less than 3 per cent in the United States. Employment in agriculture decreased by 23 per cent in Canada and by 20 per cent in the United States.

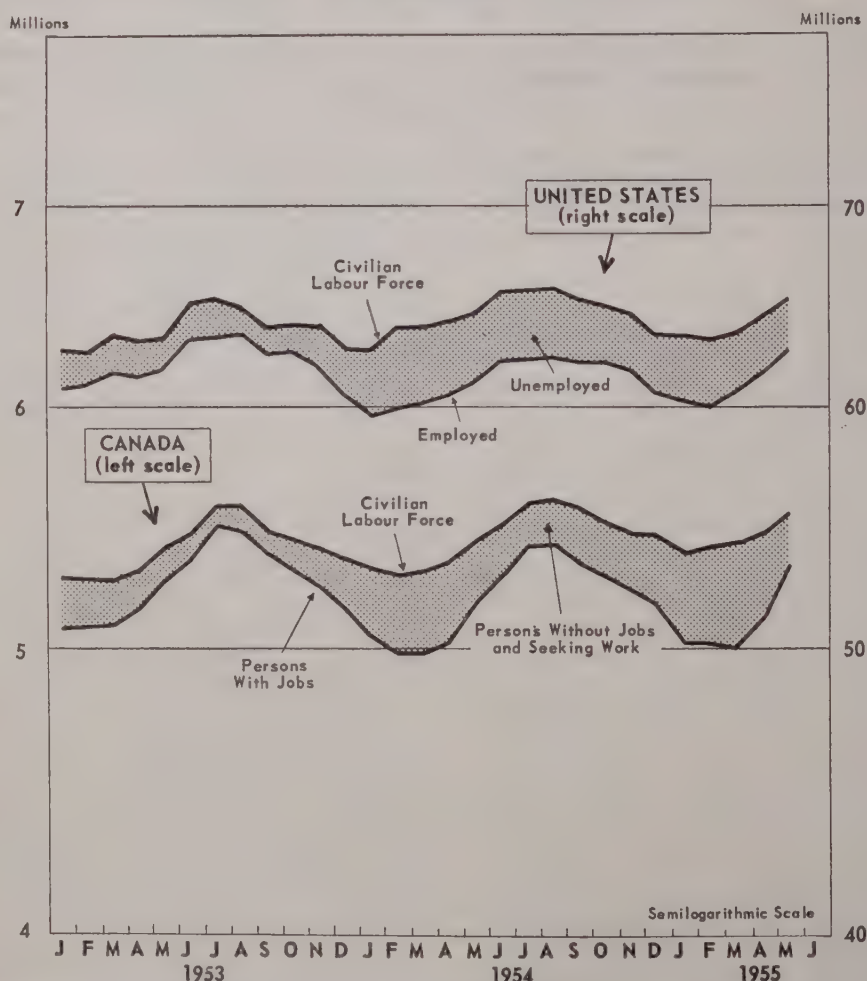
The effects of the business contraction in the period 1953-54 were concentrated in manufacturing and transportation. Manufacturing employment in Canada and the United States decreased by 5 and 7 per cent, respectively, and transportation employment decreased by 7 and 5 per cent,

**Average Annual Percentage Changes in the Labour Force**

	1947-1953		1953-1954	
	U.S.	Canada <sup>1</sup>	U.S.	Canada
Civilian Labour Force.....	+1.0	+1.1	+1.0	+0.8
Persons with Jobs.....	+1.2	+1.0	-1.6	-1.0
Agriculture .....	-3.4	-4.0	-0.9	+1.7
Non-Agriculture .....	+2.0	+2.6	-1.6	-1.5

<sup>1</sup>Excluding Newfoundland.

# LABOUR FORCE TRENDS CANADA AND THE UNITED STATES 1953 - 1955



Source: U.S. Department of Commerce, Bureau of the Census.  
Dominion Bureau of Statistics, Special Services Division.

respectively. Both countries also experienced a decline in construction employment. The long-term decline in farm employment slowed down in United States while in Canada the downward trend was temporarily reversed. Employment in trade remained virtually unchanged, and in the service industry it continued to increase.

In recent surveys the labour force components have shown some tendency to return to the pattern of change that prevailed before the 1953-1954 downturn. A comparison of the first four months of 1955 and 1954 gives the following results:—

## Average Percentage Changes 1954 to 1955 (first 4 months)

	U.S.	Canada
Labour Force.....	+0.3	+ 2.0
Persons with Jobs.....	+0.7	+ 0.9
Agriculture .....	-2.8	- 3.2
Non-Agriculture .....	+1.1	+ 1.6
Seeking Work.....	-7.7	+16.8

It will be noted that non-agricultural employment increased more from 1954 to 1955 in Canada than in the United States but that the changes in agricultural employment and total employment were



more nearly equal. In Canada, however, the labour force increased by 2 per cent (double the long-term average), while in the United States the increase was considerably less than the long-term average. The number of persons without jobs and seeking work in Canada showed an increase of 17 per cent over the year, while in the United States unemployment decreased by 8 per cent.

Comparative changes in the labour force during the past two years are shown in the accompanying chart. This chart shows that seasonal employment and unemployment fluctuations are considerably greater in

Canada than in the United States. The difference is mainly attributable to greater seasonal variation in Canada among such industries as construction and transportation. Seasonal variations in agricultural employment, however, were slightly greater in the United States than in Canada during the past two years.

It is also evident from the chart that during 1954 unemployment in Canada (as a ratio of the labour force) was smaller, on the average, than it was in the United States, although the unemployment level in Canada was considerably higher during the winter months.

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## 84<sup>th</sup> Annual General Meeting of the Canadian Manufacturers' Association

Six conferences comprise program: on employer-employee relations, trade and economic progress, transportation, scientific research and industrial design, management development, selling and purchasing. Hon. Milton F. Gregg again a guest speaker, opens one of conferences

"Industry—Keystone of Canada's Economy" was the theme of the 84th annual general meeting of the Canadian Manufacturers' Association, held in Montreal May 25-27. Industrialists from all parts of Canada attended.

Making up the program were six conferences, each dealing with a specific subject or group of related subjects, on employer-employee relations, trade and economic progress, transportation, scientific research and industrial design, management development, and selling and purchasing. Among the speakers were Cabinet Ministers and other government officials, management of some of Canada's largest industrial organizations, representatives of the wholesale and retail trades, and scientists and educators from Canada, the United States and Great Britain.

Guest speakers included Lord Adrian, O.M., F.R.S., M.D., F.R.C.P., Master of Trinity College, Cambridge, President of the Royal Society and Immediate Past President of the British Association for the Advancement of Science; Dr. Leo Wolman, Professor at Columbia University and member of Research Staff, National Bureau of Economic Research, New York City; M. S. Fotheringham, President and General Manager, Steep Rock Iron Mines

Limited, Atikokan, Ont.; Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; and Hon. Milton F. Gregg, Minister of Labour.

CMA president, J. A. Calder, and Councillor J. R. Sullivan, on behalf of the Mayor of Montreal, welcomed the members.

At this meeting, said Mr. Calder in his opening remarks, new ground is being broken in that subjects are being discussed that have not been dealt with in the past.

Membership of the CMA totalled 6,477, April 30, 1955, it was reported at the meeting.

### President's Address

"Nobody but a professional pessimist would have the slightest doubt that Canada's star is still in the ascendancy," said the retiring CMA President in his annual report.

Speaking at the annual dinner, Lt.-Col. J. A. Calder, Vice-president and Treasurer, Imperial Tobacco Company, stated that Canada's economy is "virile" and, he forecast, "although it will go into the record books as another testing and competitive period, 1955 will be a good year".

Looking to the future, Mr. Calder saw immense possibilities under our existing system.

"We can see opening before us the vista of an almost new industrial age, applying the potential of peaceful atomic power, the benefits of developing automation, and the greater stability which increased industrialization will bring to the Canadian economy."

Stating that "unemployment of the present existing proportions cannot be accepted as a normal state of affairs," Mr. Calder analysed the contributions to a solution which can be made by management, labour and government.

Management, he believed, has the responsibility of intensifying its efforts to stabilize and expand employment. He suggested that management organize its operations with a view to promoting maximum regularity and continuity of employment; that it develop new products and new techniques through applied research; that it increase its efficiency, reduce costs and eliminate waste.

Turning to labour's contribution, Mr. Calder said: "Reduction of costs and increase of efficiency can only be achieved if labour recognizes that wages must be geared to productivity, and that the present high Canadian standard of living can only be maintained, let alone increased, if Canadian products can compete successfully both at home and abroad with the products of other countries where wages are much lower than Canadian wages and where, in many cases, the competing goods are produced or marketed under the protection or with the assistance of controls or subsidies which are unknown in Canada."

Mr. Calder referred to five different fields in which the Government can make direct and substantial contribution towards

the unemployment problem, adding that the Canadian Government has already taken action in all five.

The five fields he referred to were: fiscal policy, taxation, imports, immigration, and public works.

Mr. Calder suggested that the Government exercise its powers of monetary, credit and exchange control in such a way as to increase employment.

He submitted that the present tax reductions are "hardly sufficient in themselves to provide a full measure of incentive to efficiency of production, or to provide Canadians with a substantial increase of purchasing power, calculated to give a fillip to employment".

Mr. Calder also suggested that adequate safeguards be provided against unfair competition by a strengthening of the Customs Act.

He recommended that "our national immigration policy be designed to provide an increased and continuous flow of selected immigrants to broaden the home market and reduce our present over-dependence on exports".

Finally, he suggested a program of public works.

The retiring President suggested that the general public play its part in helping to solve the unemployment problem by adopting a policy of buying "Made-in-Canada" goods and by timing maintenance and new construction work, as well as purchases.

To the pessimists—the "economic morticians"—Mr. Calder suggested that "we should occupy ourselves with what is going to happen tomorrow and put the immediate past where it belongs, in the history books, where it is available for comparison but not for worry."

## Employer-Employee Relations

The employer-employee relations conference opened with an address by the Hon. Milton F. Gregg, Minister of Labour, who spoke on the employment situation. Other speakers and their topics were: F. D. Mathers, "Stabilizing Employment—How Far Possible?"; E. H. Walker, "Automation—Its Personnel Aspects"; L. A. Forsyth, "Wage Levels—Their Effect on Employment"; Harry Taylor, "Some Characteristics and Principles Involved in Guaranteeing Wages"; David M. Molthrop, "Your Stake in the Guaranteed Annual Wage"; Stuart Armour, "The United Automobile Workers Guaranteed Employment or Wage Plan and the Canadian Economy"; R. G. Flood, "Planning and Negotiating (a labour contract)"; T. H.

Robinson, "Administering (a labour contract)"; and C. B. C. Scott, "Facing a Strike".

Co-chairmen of the panel were Ian F. McRae, Vice-president, Canadian General Electric Company, Limited, Toronto, and H. J. Clawson, Director, Industrial Relations, The Steel Company of Canada, Limited, Hamilton.

### Hon. Milton F. Gregg

The Minister of Labour spoke on employment and unemployment in the Canadian economy.

It has been asked, said Mr. Gregg, particularly during the past winter, why in a country as rich and prosperous as



Canada we should have so many unemployed. For example, last winter, which was the second best year for business, with the gross national product only two per cent below the 1953 record levels, the country experienced the highest levels of unemployment since before World War II, he said.

To understand this paradox, Mr. Gregg said, it was necessary to recall the events following the outbreak of the Korean War. Expenditures on preparedness led to a sharp expansion in employment and in the two years after the war's beginning there were shortages in a number of skilled occupations. By the post-Korean peak in July 1953, total employment had increased by 430,000. It was inevitable that there would be maladjustments in some industries that would later require correction; this took place in 1953 and 1954.

In expectation of rising prices and material shortages, he continued, business built up inventories and consumers bought durable goods and clothing in unusually large quantities. Governments stock-piled materials as a national defence measure. Other countries required increasing quantities of Canadian raw materials.

With rising prices, Canadian producers, in many cases, perhaps let their costs get farther out of line, he said.

This economic flood was bound to ebb, Mr. Gregg continued. During 1953 and 1954, Canadian producers began encountering competition in both export and domestic markets. They sought ways and means of bringing their costs and in many cases tightened up on their utilization of manpower. Inventories were reduced to get stocks down to more manageable proportions. Consumers shifted some of their expenditures from durable goods, clothing and textiles to services. Businessmen spent less heavily on machinery and equipment; the resources development program slackened. Farm cash income fell some 14 per cent as a result of the poor grain crop in 1954. At the same time, government defence expenditures, instead of going up, began to reach a plateau.

Fortunately, the Canadian economy was able to weather the adjustment without setting in motion any vicious downward spiral of falling expenditures, income and employment, Mr. Gregg stated.

In the United States, similar developments were taking place but slightly in advance of their occurrence in Canada, he pointed out. As the United States is Canada's largest customer, developments there had an important effect on the Canadian economy. Since the summer of



**Hon. Milton F. Gregg**

Introduced by Chairman Ian F. McRae

1954, the level of economic activity in the United States has shown a marked recovery and, similarly, there have been increasing signs of recovery in Canada since the autumn of 1954.

Industrial production in February of this year was eight per cent above last year, while labour income was up by about \$34,000,000. Total exports in March of this year were 10.5 per cent higher than March last year. By mid-April, employment was 117,000 higher than in April last year, while the number of those without jobs and seeking work had declined to 327,000, or only 21,000 higher than a year ago.

"In other words," the Minister declared, "there is very little doubt that the Canadian economy is on the road to recovery." He continued:

My colleague, the Minister of Finance, has predicted that we should have an increase in national production this year of five to six per cent over 1954.

I would not want to suggest that this level of unemployment is satisfactory. In March, unemployment, as measured by both NES registrations and the labour force sample survey, reached a postwar peak. This paradoxically occurred at the same time that employment was increasing. It is this kind of paradox which has led some people to claim that I have been engaging in double talk. There is no mystery associated with having increasing employment and unemployment at the same time, as some newspapers have alleged.

To understand why this can happen we must remember that our labour force is made up of the employed plus the unemployed. Thus, for example, if the labour force increases by 100,000 during the year and employment increases by only 50,000, unemployment will therefore have increased by 50,000.

In fact, this is just what has been happening in Canada over the past winter. In March of this year, the labour force was 109,000 higher than last year but employment was only 29,000 higher. Unemployment, therefore, also increased by 80,000. This contrasts with the picture a year ago, when most of the increase in unemployment during the winter of 1953-54 came largely as a result of a decline in employment.

Factors responsible for the recent substantial increases in the labour force, Mr. Gregg noted, are: (1) the increase in the proportion of the adult population working and seeking work; (2) an increase in the number of young people entering the labour force; and (3) immigration, although the effect of immigration was much less in 1954 than in 1952-53. Another factor is the increase in productivity, he said, pointing out that "increasing productivity essentially means that fewer workers are required to produce the same output". He continued:

The growth of productivity is a necessary and healthy development but, nevertheless, it has meant that Canadian industry has recently been able to increase output without equivalent increases in employment. For example, industrial production was up by eight per cent between February 1954 and February of this year, while industrial employment did not increase.

In my opinion these increases in productivity are a necessary feature of industrial progress and they also make it possible for Canadian industry to compete without lowering wages or the standard of living.

On unemployment, the Minister said there was a need to provide for the unemployed and also the need to create jobs and to maintain as high a level of employment as possible.

"The policy of the Government of Canada," he said, "is to create a favourable economic environment in which employment will be maintained at reasonably high levels."

Government activities that contribute to this objective, he said, were: the development of favourable markets for Canadian exports, assistance in the development of natural resources, the development of efficient employment exchanges, and many others. Fiscal and monetary policy are important tools: when, after Korea, "the

economy suffered from inflationary pressures, the Government ran a substantial surplus'.

Later when demand and supply forces were in approximate balance, the budget was also balanced and this year we shall probably have quite a deficit, which will assist in stimulating expenditures and hence employment. We still have to spend very large sums of money on defence: this directly employs some 120,000 men and women in uniform, about 50 odd thousand civil servants working with them, and very many more thousands in defence construction and production.

This year the Government has planned a substantial increase in its expenditures on useful public works projects. Now that the winter is over and the construction season is getting into full swing, this program, added to the high levels of private investment, should help to raise employment.

The Minister referred to the Association's co-operation during the past year in seeking to increase winter employment and expressed the Government's gratitude. Much progress has been made, he believed, in experimenting and developing measures designed to create more winter jobs. Government departments are following the policy, he said, of trying to time their construction and procurement expenditures in a way that will add to winter employment. In this effort the federal Government is co-operating with the provinces, organized labour and organized industry.

It is not possible to have jobs for all just when they want them, Mr. Gregg said, and so provision has been made for tiding those who have no jobs or other means of support over periods of unemployment. Mr. Gregg then referred to the recent amendments to the Unemployment Insurance Act.

As the theme of the annual meeting suggests, the emphasis should be on employment and not on unemployment, declared Mr. Gregg. While he did not suggest that employment problems in all industries will completely disappear during the coming months, he was able to report that employment is increasing and is likely to continue to do so in view of the recent signs of improvement in the economy.

In conclusion he said:

I look forward with confidence to the economic and employment outlook. There is little doubt that national income and employment will continue to rise over the coming year. At the same time, unemployment will lessen in intensity, although we cannot expect it to reach the low levels characteristic of the post-Korean period for some time to come.



## F. D. Mathers

"Stabilizing employment," said F. D. Mathers, President, Royal City Foods Ltd., New Westminster, B.C., "can be of two kinds: first, stabilization during economic cycles or, secondly, stabilization between summer peak and winter valley." It was the latter—seasonal unemployment—which he was speaking on.

Because of Canada's geographical location there are large swings in climate which, in turn, make for wide fluctuations in employment, he said. Roughly 7 per cent fewer people are employed in winter than in summer. Our problem is to find winter work for this 7 per cent. Involuntary winter idleness is not only an economic loss but the human misery it causes is greater.

Seasonal unemployment varies geographically and also by industries, Mr. Mathers pointed out, and to obtain a closer grasp of the problem it is necessary to study it by industries. The industries contributing most heavily in numbers to seasonal unemployment are five: agriculture, construction, logging, retail trade and fruit and vegetable processing.

In seeking a solution, said Mr. Mathers, it should be kept in mind that nothing would be gained by transferring those people laid off to all-year-round work in the winter because when they were needed the following summer, for seasonal jobs they would not be available.

Many employers have taken steps to lessen the effects of seasonal fluctuations in the demand for their products. Firms active in logging and sawmilling have integrated bush and mill work as far as possible and have endeavoured to lengthen the cutting season. A number of industries, notably fruit and vegetable canning and summer hotels, employ persons in the busy season who do not want all-year employment, such as students and housewives. This, however, does not reduce seasonal unemployment because the workers involved usually leave the labour force when their jobs end.

Stockpiling of raw materials and sometimes of finished products has been helpful, Mr. Mathers said, in reducing seasonal employment variations in sawmills and pulp and paper mills.

Among other methods suggested by Mr. Mathers were:

Deferring maintenance and repair work until the slack season;

Granting vacations in the off-season;

Diversifying production as much as possible;

In building construction, completely covering the building by the winter and then continuing work on the interior; calling of tenders, especially on government contracts, in the fall so that construction could begin in early spring; encouraging the public to have inside construction work done in the winter;

In logging, better planning of cutting operations, greater mechanization and the building of all-season roads to facilitate transportation;

In canning and food processing, better selling techniques, the addition of non-perishable lines and storing non-perishable raw materials for later processing;

Increased mechanization of fishing fleets and processing plants;

Diversification of products or activities in the women's clothing, agricultural implements and shipbuilding and repairing industries.

As can be seen, Mr. Mathers concluded, the problem of stabilizing employment is not easy. "There is no single solution. The answer is in many solutions, all of which are within the ingenuity of man. Each industry must deal with the problem itself. We need the close co-operation of the Government, which we are getting, and we also need the close co-operation of labour, and I am very hopeful that we will be able to alleviate seasonal unemployment."

## E. H. Walker

"It would seem to me," said E. H. Walker, President and General Manager, McKinnon Industries Limited, St. Catharines, Ont., "that the effect of automation in regard to its personnel aspects will be to increase our standard of living; to increase our ability to compete in the world markets; to allow our country to grow; to create more jobs; to lighten the work of our people, not only during working hours and years, but throughout old age. It will make us stronger in the defence of our country and in the defence of the way of life we hold so dear."

He said "automation" was a newly-coined word to describe a development that has been gaining momentum since the industrial revolution. History, he said, shows how during the industrial revolution in England, people broke into factories and destroyed machinery, fearing that if machines produced articles formerly made by hand there would be fewer jobs. Had the owners of those factories and machines not had the courage to go back and build

them up again, the descendants of those rioters would have a much lower standard of living than they now enjoy today.

At McKinnon industries, 26 years ago, said Mr. Walker, 710 persons were employed; today there are 5,416. During each of those 26 years, many new approaches to better processing, some of which could be called automation, have been effected. Production today is more efficient; less manpower units of work per unit of production are used, yet well over seven times as many persons have been put to work in their plants. "Automation," declared Mr. Walker, "comes from evolution, not revolution. It is a build-up of manufacturing 'know-how'."

Speaking from actual experience, automation provides more jobs, lightens work and results in a higher standard of living, Mr. Walker said.

"In my experience, I do not recall a single case where the end result has not been to the advantage of the worker, the customer and the shareholder."

### L. A. Forsyth

Mr. Forsyth, speaking on wage levels and their effect on employment, observed that the subject, taken by itself, is a straight economic one.

He based his address on the proposition, which "emanates in many instances on many occasions from trade union circles, namely, that if there is unemployment the reason is that there is too little purchasing power, and the way to cure this is to raise wages".

This postulate, like many others, said Mr. Forsyth, is one that can be vigorously defended and just as vigorously attacked. The conclusion which one reaches will depend in large measure upon the objective which one is committed to support. He preferred, he said, to examine the proposition from the practical point of view because he thought that any proposal that will not stand up to the practical test must be rejected.

Looking back over the economic history of Canada since the turn of the century, said Mr. Forsyth, shows that wage rates have increased tremendously and that the working force has shown corresponding growth. "The question is whether or not there is a relationship between these two undoubted facts—the highest wages in our history and the greatest number of people working."

A superficial examination would lead to the conclusion, he said, that there is a circular proposition here, which might be stated as follows: "A general increase in

wages stimulates the demand for goods and services, and an increase in demand for goods and services requires greater production and, as a consequence, more employment."

It is reasoning commonly accepted in some quarters, said Mr. Forsyth, but he was not so sure of its soundness. If Canada's economic history is studied in detail, it will be seen, he said, that the most rapid advances in wage rates have occurred in the years following the outbreak of war. "During such periods the demand for goods and services is insatiable and the manpower to produce the goods and services is limited."

Costs and selling prices also enter into the picture, said Mr. Forsyth. "Production for the wasteful purposes of war, and perhaps for the somewhat less wasteful purposes of keeping alive from day to day, must be forthcoming—at any price."

These are the conditions, he said, that have sparked the major increases in wages, and the resultant price levels have, in the main, been sustained in the periods that followed.

The conclusion, then, said Mr. Forsyth, "is that what generates employment is not necessarily a high level of wages, although the high level of wages usually accompanies a high level of employment, but it is the demand for goods and services and the ability to supply them at a cost that people can afford."

In a period of normal, competitive business conditions, he continued, the logical conclusion is that an increase in wages in any segment of the economy will depend on the ability to dispose of the product produced, at cost or better. This problem is simplified, he said, because Canada has, to a notable degree, an export economy.

"The whole complicated argument as to the effect of a wage increase in a closed economy, separated from the rest of the world, has almost no relevance at all to the Canadian position." This point, he thought, should be stressed.

The representatives of labour unions argue very strongly that Canadian wages should equal United States wages, and when they make that argument they start from a postulate that I can't accept, namely, that all conditions in the two countries are the same. They assume—they must assume—equal productivity of labour, equal technology and equal markets. All of these factors in Canada are certainly at variance with those which obtain in the United States. The argument, therefore, ignores the underlying facts upon which the premise is built.

From his point of view, the assumption that wage increases result in increased



employment depends upon particular circumstances which are difficult to realize and even more difficult to predict.

Because we live in an acquisitive society—"the large majority of us can be motivated by a promise of tangible rewards"—I do not think that we have ever seen or ever will see production which approaches our ability to consume, he said. "There is a tremendous latent or potential demand for goods and services."

The secret of our improved standard of living, said Mr. Forsyth, depends not upon wage rates, as such, but upon the number and type of articles that the wages can acquire for the wage-earner, and this, in turn, depends upon the number of units of human energy required to produce a commodity.

The level of employment in any particular industry depends upon the utility of the article produced at the price at which it is offered. "There always has to be a balance between the value put into an article in its making and the value of the article to the consuming public."

Right now, said Mr. Forsyth, we have in Canada a number of industries which have been described as depressed and yet those industries are paying the highest wage rate they ever paid in their history.

Competition from alternative materials or from the same materials produced in other countries has resulted in a reduced demand for the products of domestic industry. The number of persons employed in these industries has, as a consequence, been reduced. The fact of the matter is that the cost of the articles produced in our Canadian plants is out of balance with the price at which the article can be sold.

Restoration of ability to compete can be accomplished only by bringing the value of the domestic article into line with its competition. This does not mean that wages must be lowered. If, for example, some scheme were developed by which the units of productivity could be increased, competition would be restored and employment would increase.

If there is any increase in wages which is not accompanied by an increase in productivity, then the price of the article produced must increase correspondingly.

If such a condition is accompanied by a general increase in purchasing power, then it follows that the demand may remain constant, because people can still afford to buy. If there is no increase in over-all purchasing

power to offset the increased cost, then demand must drop and employment will be impaired in the industry which raised wage levels.

On the other hand, if an increase in wages is based upon an improvement in productivity, then the labour content per unit of production is reduced and the relative ability to acquire goods and services is increased.

Canada is today producing some products which, in terms of the methods of production, have changed very little since the days of our grandfathers, said Mr. Forsyth. These articles have increased in price so that, relatively speaking, they still represent the same number of wage hours as they did many years ago. But articles in respect of which technological improvements have resulted in a significant increase in productivity have become cheaper in terms of wage hours, and it is in these commodities that the standard of living has improved, he said. "To the extent that we have reduced the number of labour hours, so have we increased our ability to acquire the articles produced."

Mr. Forsyth continued:

It can be assumed that under certain conditions an increase in wages will result in increased employment, if such an advance is accompanied by an increase in productivity which allows more units of production to be consumed.

By this same token, then, I think it can be contended that an increase in wages which is not related to the ability of the market to absorb the product can actually be the cause of lower employment.

Mr. Forsyth then summarized his conclusions:—

1. There must be a balance between wage rates and productivity; they must always be related. Their effect on employment or unemployment will vary favourably or unfavourably just as they operate favourably or unfavourably in the realm of productivity.

2. If that pattern gets out of balance there is not much that you or I can do to bring it back into balance but natural forces will come into play that will automatically tend to correct the situation.

Finally, he suggested that employment is more closely related to technology than it is to the level of wage rates.

## Guaranteed Annual Wage

### Harry Taylor

"If a guaranteed wage plan or a guaranteed annual wage plan is to be included in a union contract, it will require a great deal of new contract writing and revisions, not only in seniority but in many other

areas," according to Harry Taylor, Manager, Industrial Relations, Union Carbide Canada Limited, Toronto. He was speaking on "Some Characteristics and Principles Involved in Guaranteeing Wages".

Unlike some things, said Mr. Taylor, a guaranteed annual wage is not something

that can be thought of as black or white. It has many shades and overtones that cannot properly be dealt with by broad, general, all-inclusive references.

Whether called guaranteed wage, guaranteed employment or supplementary unemployment insurance, what is really meant is "continuity of income, either in whole or in part, which arises directly or indirectly out of a work relationship". A guaranteed annual wage is really an expansion or extension of guarantees for lesser periods and so for all practical purposes they should be considered together. Both involve a guarantee of employment or payment of wages in lieu of employment and to that extent are concerned with continuity of income.

Guarantees, said Mr. Taylor, may roughly be classified into three main types or groups:—

The guaranteed wage, under which the employer undertakes in advance to continue to employ and provide work for specified periods such as an hour, day, week, month, quarter or year, or some multiple of such period, for those of his employees covered by the guarantee or in the alternative to pay agreed-upon wages in lieu of work;

The layoff notice, under which the employer undertakes in advance (a) to give his employees advance notice, such as a week, month, etc., of an impending layoff and (b) to provide them with work or pay in lieu of work during the notice period.

The layoff, dismissal or separation wage, under which the employer undertakes in advance and regardless of notice to pay a predetermined rate or amount of wages to those of his employees covered by the guarantee when employment is terminated by the employer.

There is a fourth type, he explained, operated under such names as "advanced wage plan" under which the employee receives wages somewhat similar to some salesmen's drawing accounts. This is not so much a guarantee as a redistribution of actual earnings, which includes advance payments against future earnings.

In the case of the guaranteed week, Mr. Taylor explained, the guarantee would have to be met each week by itself for whatever number of weeks is guaranteed. This may be a separate guarantee or coupled with a layoff guarantee as in the UAW plan.

There are also total hours guarantees, which may be met any time during a specified period. In any hours guarantee there is always the question of whether hours are limited to straight-time hours and whether overtime hours, which are paid

for at time-and-a-half, count as one hour or as one and one-half hours.

Most companies, Mr. Taylor continued, have call-in and reporting-time guarantees. In most cases these short guarantees are not absolute and are usually subject to certain qualifying conditions.

The principle involved in lay-off notice is not new in Canada, Mr. Taylor noted. It was a requirement under National Selective Service Regulations during the Second World War and is provided for by statute in some western provinces now.

Apart from the main types of guarantees, there are a great many variables in plans themselves, Mr. Taylor pointed out. These include eligibility requirements such as length of service, class or classes of employees to be covered, proportion of wages to be guaranteed, duration of guarantee, the conditions under which the guarantee does not apply and a number of other factors. These factors may be varied to a point where there are almost unlimited possible combinations.

The basic considerations for examining a plan can roughly be reduced to four: (1) who are to be covered by the guarantee? (2) what is to be guaranteed? (3) for how long? and (4) under what conditions?

Variations in any one of these will increase or decrease the risk involved, such as relieving the employer of payment where his failure to provide work is beyond his control, eligibility requirements to qualify, financial limitations, etc.

In general, observed Mr. Taylor, the greater the guarantee in terms of time and money, the greater the need for suitable safeguards and over-all limits.

There are unlimited combinations, also, which may be used to develop plans, such as workmen's compensation, unemployment insurance, sickness benefit, holidays with pay, leaves of absence with pay and many others. While they have not all been labelled as guarantees, are they so far away? Mr. Taylor asked. "Directly or indirectly they form a part of income guarantee."

### David M. Molthrop

Some of the complications involved in the operation of a guaranteed annual wage, with particular reference to its application in the United States, were pointed out by David M. Molthrop, Executive Vice-president, Northwestern Ohio Industrial Council, Toledo, Ohio, at present on loan to the United States Chamber of Commerce as Employment Stabilization and Guaranteed Annual Wage Specialist.



Mr. Molthrop was of the belief that it would squeeze out small industries and thereby create monopolies.

He also expressed the opinion that it would lead to unemployment, and quoted figures to show that in Italy, where a guaranteed wage law is in operation, employers are discouraged from hiring workers and unemployment has resulted.

### Stuart Armour

Are the guaranteed employment and wage proposals of the United Automobile Workers designed to further the interests of Canada and Canadians?

Because of the important differences between the Canadian and United States economies, they will not, was the opinion firmly expressed by Stuart Armour, Economic Adviser to the President, The Steel Company of Canada, Limited, Hamilton, Ont.

Contracts covering guaranteed annual employment or wages for all Canadian workers in every industry could only be implemented if there were a guaranteed market for all Canadian products, both raw and manufactured, said Mr. Armour, and no such guarantee is possible under conditions prevailing in the world today.

"Guaranteed annual employment or wages if restricted to selected industries, such as the manufacture of automobiles and parts, would mean that workers in those industries were being subsidized by all other Canadians, however or wherever employed," he added.

"Most important of all, guaranteed annual employment or wages secured by contract would induce a disinclination on the part of employers or prospective employers to assume unpredictable liabilities to pay wages irrespective of the level of employment. If Canadian industries became reluctant to increase the number of their employees, then the prospects for employment in retail and all other trade in this country would also be reduced."

Canada's remarkable progress, especially in the last decade, has been achieved through the large-scale use of venture capital, Mr. Armour said, and today the need for such capital is greater than ever if this progress is to continue.

It might not be out of place, he said, to put employment in the Canadian automotive industry into perspective before enlarging on the differences between the Canadian and United States economies. In the years 1950-54, wage earners directly employed in the automotive industry in Canada never rose above 5.2 per cent of

the total wage earners employed in manufacturing and at times fell as low as 4.5 per cent. Figures for this period in the United States were 5.8 and 4.8 per cent, respectively.

Stated by Mr. Armour as the first and most important difference between the two countries is the size of the populations. On the average, in 1950-54, Canada's population was only 9.2 per cent of that of the United States. "We Canadian industrialists," he said, "have to operate alongside a giant grown great upon the use of mass production and distribution techniques. We must try to compete with that colossus at home despite our inability, generally speaking, to match his methods of production or sales."

Mr. Armour then reviewed Canada's economic capacity to keep pace with the United States. In the five-year period 1950-54, the average physical volume of gross national product per capita in Canada was 69.6 per cent of the United States.

Domestic sales of new automobiles in the United States in the same period were, on the average, 34 per 1,000 of population. In Canada, they averaged 21.7.

Since the Second World War, he stated, a number of rigidities have been built into the economy which have tended to increase the immobility of the labour force. "If ours should cease to be a dynamic economy by reason of our acceptance of a proposal which would tend to inhibit the future growth of industrial employment and add to labour immobility, then we may be perfectly certain that in time it will become a static economy. If we bring about economic stagnation in Canada, then social retrogression rather than progress will become inevitable."

In the matter of unemployment insurance, in spite of economic disparities, Canada compares very well with the United States, Mr. Armour said. In comparing economies, family allowances, too, must be taken into account, he said, "since they not only add to production costs but they provide help for the married unemployed Canadian with children, more generous than the average of that prevailing in the United States. Yet Mr. Reuther and his Canadian colleagues have chosen to ignore that salient fact in their drive to impose a United States-inspired guaranteed employment or wage plan upon us."

### Your Labour Contract — The New Look

The final session of the Employer-Employee Relations Conference was devoted to consideration of the labour contract.

The three speakers taking part were R. G. Flood, Manager, Union Relations, Canadian General Electric Company Limited, Toronto, who discussed "Planning and Negotiating"; T. H. Robinson, Manager, Industrial Relations, Canadian Interna-

tional Paper Company, Montreal, who dealt with the administering of the contract; and C. B. C. Scott, Director, Personnel and Industrial Relations, Massey-Harris-Ferguson Limited, Toronto, whose subject was "Facing a Strike".

## Trade and Economic Progress

"More Trade—The Fulcrum of Economic Progress" was the theme of the conference on trade and economic progress, where eight speakers examined various aspects of Canada's economic progress.

Co-Chairmen of this conference were W. K. Leach, President and General Manager, The Volta Manufacturing Company, and H. V. Lush, President, Supreme Aluminum Industries.

### Opening Address

W. Frederick Bull, Deputy Minister of Trade and Commerce, in an introduction to the subject, stated that the two characteristics which have been paramount in fashioning the size and content of Canada's foreign trade are the ample and varied natural resources and the relatively small population.

Mr. Bull described briefly the actual make-up of Canada's export and import trade, concluding that over the next few years Canada will depend more and more on the growth of foreign markets to absorb our growing output.

### F. L. Marshall

"Hard, determined, courageous thinking, planning and action, based on enlightened self-interest, are definitely required if we are to achieve and realize strength and prosperity through more world trade," said F. L. Marshall, Vice-president in charge of exports for Joseph E. Seagram and Sons.

Canadian industry "has not been wholly free" from complacency on exports, nor has it exercised "even reasonably due diligence" to realize on sales opportunities through new world outlets, he added.

Canadian manufacturers can develop greater total exports sales and markets, and hold them, "through supplying products of uniformly maintained good quality, at prices competitive for equal quality, backed by courteous efficient service, reasonable financing and, in some instances, ultimate local advertising and promotion support," Mr. Marshall declared.

However, he reminded his audience, this can only be so provided that Canada establishes for its customers the means to pay for these exports through the reason-

ably free purchase of such of their countries' products as constitute sound value.

### R. M. Brophy

The President of Philips Canadian Industrial Development Company, R. M. Brophy, considered some of the relationships between industrial development and foreign trade.

He suggested a more aggressive approach by Canadian manufacturers in matters of research and an increase in the export of business and technical know-how.

While he foresaw that Canada "may be relatively less dependent on the vagaries of foreign trade in the future," Mr. Brophy stated that the die is cast in so far as Canada's importance as a world supplier of raw and semi-processed materials is concerned.

"Concurrent growth of a well balanced domestic market," concluded the speaker, "and the adoption by government and industry of policies and plans which make for sound industrial development are matters of first importance to every Canadian."

### James Stewart

"Those who look at fiscal policy as a panacea err as much as those who some years ago thought that one could steer the development of a country by an 'appropriate' central bank policy," said James Stewart, President, Canadian Bank of Commerce. He was discussing fiscal policy in relation to economic progress.

He added, however, that "equally wrong are those who fail to recognize that fiscal policy is a most powerful instrument if properly co-ordinated with other measures of government policy influencing economic development".

Mr. Stewart also reminded the delegates that a budget is a political act as well as a set of fiscal decisions and that it must be viewed by standards of political economy.

Noting that a high level of employment is a major general policy of the Government, Mr. Stewart suggested that such a social objective does not prevent structural changes causing temporary instability for some.



## Dr. Dwayne Orton

"Business is a social as well as an economic institution with principles, goals, and practices which are moral and social as well as economic," stated Dr. Dwayne Orton, Editor of *Think* and Educational Consultant, International Business Machines Corporation.

Dr. Orton defined "know-why" as dealing with the "underlying basis of the American economy, with the fundamental motivations underlying our phenomenal development of wealth".

He said American know-why was founded in the faith that the economic process of exchanging products and services is a means to better human relations; was rooted in the faith that the motive of service to people is good business as well as good human relations; and was sustained by the faith that human values are supreme and that they will win out in the struggle against materialism.

"Trade is not primarily the exchange of goods and services," said Dr. Orton, "it is a process of human relations in which goods are the means to the end."

To the three orthodox dimensions of business—to produce goods and services, to utilize and reward capital investment, and to provide and reward labour—he added a fourth: to practise the economic dimensions as to make the whole enterprise serve the general welfare.

"Capital and management should share in the increased fruits of productivity but the great consuming public who do the work and who buy the products are the key factor in the capitalistic economy," he said.

## Louis Rasminsky

Louis Rasminsky, Deputy Governor, Bank of Canada, described the purposes, policies and procedures of the International Bank for Reconstruction and Development, of which he is Executive Director for Canada.

Noting that it is beyond the capacity of any single institution to solve the problems of the under-developed countries, Mr. Rasminsky stated that the World Bank is making a distinctive contribution through its own lending, through the technical help and advice it gives, and through its

encouragement to private capital to participate in the economic development of the less developed parts of the world.

## Drummond Giles

"If the national economy is to be a prosperous one, it must be progressive, which means that it must have the flexibility to enable it to respond readily to stimulus to change," said Drummond Giles, President and General Manager, Courtaulds (Canada) Limited.

Speaking on the topic "Does Long-range Prosperity Demand Short-run Sacrifice," Mr. Giles noted that such changes nearly always hurt someone, "but the alternative is stagnation, and probably even more painful changes in the long run".

Suggesting that a reappraisal of Canada's economic policies is long overdue, he outlined some of the problems that the Royal Commission on Economic Prospects should examine before the adoption of policies calling for sacrifice from anyone.

## Hugh Crombie

Hugh Crombie, Vice-president and Treasurer, Dominion Engineering Works Ltd., described free trade as "impractical policy" and called for "adequate customs tariffs".

A past president of the CMA, Mr. Crombie said that "however attractive the principles of free trade amongst all nations may appear, it is an impractical policy for any one nation to follow under the conditions prevailing throughout the trading world today".

If Canada is to remain one of the leading industrial nations of the world, warned Mr. Crombie, the manufacturing industry "must have access to ever-widening markets, adequate customs tariffs will continue to be required, and the dumping or unloading of foreign goods on the Canadian domestic market must be discouraged".

He also advocated a "buy-in-Canada" policy.

"Considering the chain reaction of employment in Canada it would appear to be in the national interest to buy in Canada even though the price of the Canadian goods was slightly higher than the laid-down price of the imported goods," he said.

## Transportation

The transportation conference, entitled "Transportation—The Arteries of Canada's Economy," was held under the chairmanship of W. J. McCallum, General Traffic Manager of Dominion Glass Company. George Paul, Manager, Transportation

Department of Swift Canadian Company, was Vice-Chairman.

Delegates heard five technical addresses dealing with the following topics: St. Lawrence Seaway Widens Threshold of our Inland Waters Highway; The Outlook for

Canada's Trucking Industry; Air Freight and National Security; Some Phases of the Current Freight Rates Situation; and Technological Developments in Railroading—Present and Future.

### W. J. Fisher

W. J. Fisher, General Manager, Canadian Shipowners Association, examined some of the effects, traffic-wise, of the widening of the threshold of Canada's inland waterways and urged more participation by Canadian deep-sea shipping in the St. Lawrence Seaway.

Mr. Fisher foresaw the following economic advantages of bringing direct water transportation in and out of the "very heart" of industrial Ontario:

The laid-down cost of basic imports, particularly those of a bulk nature, ranging from sugar and metallic ores, ought in all probability to be reduced;

Similarly, reduced transportation costs of exports of farm machinery, newsprint, pulp and plywood, fertilizers and a host of other products which Canada exports, should help to broaden our foreign markets, increase our sales, and with these reduced costs of transportation assist our exporters meet competitive influences in their overseas markets;

Domestically, the seaway should tend to minimize the economic disadvantages of location of those areas remote from the populous areas fringing the Great Lakes and, for example, improve the competitive position of maritime products.

Turning to the competition from ocean-going tramp vessels in the lake trades, he stated that it would only be in periods of very low rates that such bulk-carrying vessels would be tempted to enter the seaway to get cargoes.

Mr. Fisher also warned that "there will be little if any participation by Canadian deep-sea shipping in these new seaway trades unless Canada adopts some positive maritime policy designed to encourage and sustain at least a nucleus merchant marine flying the Canadian flag".

He suggested that some Canadian-owned and controlled shipping services participating in these new St. Lawrence trades are essential if Canadians are to have any say in the terms and conditions of carriage of their overseas trade.

"Since the prosperity and well-being of everybody in Canada is dependent on external trade," he concluded, "it must be in the national interest that the adequacy and permanency of our overseas transportation services are properly insured."

### John Magee

One-third to one-half of Canada's trucking industry is in danger of being wiped out if the recommendations of the 1955 Turgeon Commission are put into effect, said John

Magee, Executive Secretary of the Canadian Trucking Association, who spoke on "The Outlook for Canada's Trucking Industry".

Analysing the issues which confront the trucking industry, Mr. Magee stated that the present danger arises through the principle of agreed charges, "rock bottom rates which are only granted in a contract in which the shipper ties himself down to the movement of a fixed percentage of his traffic by rail".

"Our study convinces us," the speaker said, "that to set the railways free in the manner recommended by the Commission will wipe out, in a relatively short time, one-third to one-half of the trucking industry."

Mr. Magee warned that if the 1955 recommendations are accepted by the Government the railroads will begin "their forward march towards re-establishment of land transportation monopoly in Canada".

The speaker added that, while truck operators would have the right to make agreed charges also, the fact was that "truck operators cannot make them".

### R. N. Redmayne

Airline passenger travel will double and air cargo ton-miles will increase five-fold in the next ten years, forecast R. N. Redmayne, General Manager of the Air Industries and Transport Association in Canada.

Mr. Redmayne also foresaw that air charters of both people and things will increase proportionately, that over-the-road commercial transport will decrease until an inevitable super highway system is completed, that rail passenger business "will go the way of the Canso ferry" except for the commuting trains, and that the steamship companies, in 1965, will sell entertainment.

While predicting such vast air increases, Mr. Redmayne stated that there would not be an over-all corresponding surface decrease in cargo because the increase in air transportation would be, in most cases, new business.

### W. G. Scott

W. G. Scott, Transport Economist of the Railway Association of Canada, examined the present and future technological improvements of the railways.

He stressed that the railways are fully conscious of the far-reaching technological advances which are held out for the future and that they are anxious to meet the challenge inherent in their application to railroading. But "earnings must be commensurate with the capital costs involved".



## Management Development

The opening address in the management development conference was given by Dr. W. A. Mackintosh, Vice-Chancellor and Principal, Queen's University, Kingston, Ont., who spoke on "Education for Business Leadership".

The conference was under the chairmanship of D. G. Currie, executive assistant, Charles E. Frosst & Co., Montreal, and Morgan Reid, Assistant Vice-president, Retail, Simpson-Sears Limited, Toronto.

### Dr. W. A. Mackintosh

Greater participation by Canadians in industry operating in Canada was advocated by Dr. W. A. Mackintosh, Vice-Chancellor and Principal, Queen's University, at the management development conference.

"It is important to the development of this country and to the maintenance of

friendly relations," stated Dr. Mackintosh, "that United States subsidiaries in this country, if not at the outset, should ultimately become Canadian companies to the degree that there is some freedom of action for Canadian management, that there is some opportunity for participation by Canadian investors, and that working conditions can conform to the facts of the Canadian economy."

While noting that there must be an interchange of management talent, capital and technology between countries, the speaker warned that Canada "shall however, in the future, encounter difficulties if Canadian management remains in any wide degree subordinate and if Canadian capital has no opportunity to participate in major enterprises in certain fields of Canadian business".

## Luncheon and Dinner Speakers

### Rt. Hon. C. D. Howe

"The strength and unity of the free world depend, more than anything else, upon a sound foundation of multilateral trade arrangements," said the Rt. Hon. C. D. Howe, Minister of Trade and Commerce, guest speaker at the first-day dinner.

He warned that, in terms of peace and security, the free world is not strong enough "to endure the international bickering and disunity" which would accompany the growth of trade barriers. Chairman of the dinner was J. A. Calder, retiring President of the CMA.

Mr. Howe said that Canadian export trade, considered in terms of physical volume, has now reached the highest peacetime level ever attained.

"In the last six months for which figures are available," stated the Minister, "exports in volume were higher than in the same six months of any previous peacetime year."

He added that in value terms, exports in the first three months of 1955 were \$100 million ahead of the first quarter of 1954.

Mr. Howe drew two lessons from recent economic experience: that depressions are not inevitable and that steady pressure for the liberalization of international trade contributes to a steady rate of economic growth.

Denying that Canada is fighting a lone battle for liberal trading principles in international trade, the Minister saw, in most of the principal trading countries, a strong bias in favour of the kind of trade rules that the Canadian Government has been advocating.

"There is no reason for pessimism about world trade prospects," asserted Mr. Howe.

"Some countries have dabbled with high tariff protection, others with exchange controls and discriminatory restrictions. In all cases these misguided efforts have reacted against the countries which initiated them."

### M. S. Fotheringham

"Within the next 10 to 15 years, Canada's already known major iron deposits can—and are likely to—provide between 30 and 40 million tons of high-grade iron ore every year," estimated M. S. Fotheringham, President and General Manager, Steep Rock Iron Mines.

Speaking at the first-day luncheon, Mr. Fotheringham, who has spent most of his career developing Canada's first producing iron range, at Steep Rock, stated that Canada's great opportunity in the iron and steel industry lies in becoming a major exporter of iron ore, principally to the United States.

"Our vast reserves of ore justify the export of surplus production without prejudice to maintenance of supply for our own expanding mills."

Mr. Fotheringham estimated that Canada's iron ore production will soon reach a value of \$400,000,000 a year, that it will exceed the value of any other mineral, metallic or non-metallic, with the possible exception of oil.

He added: "Iron and steel, because of their essential physical qualities and relatively low cost, will never be pushed into the background by such other substances".

## Dr. Leo Wolman

"One of the leading fallacies of unemployment, yet an attractive idea, is that machinery puts people out of work," stated Dr. Leo Wolman, Professor at Columbia University, in his address at the closing luncheon of the CMA's 84th annual general meeting.

Denying that machinery creates unemployment, Dr. Wolman asserted that without the machinery in use today we would not have such a high level of employment.

"There is nothing to the argument that technological improvements cause unemployment," he added. "What is important is the volume of business."

Stating that without good business there can be no good employment, Dr. Wolman, a member of the National Bureau of Economic Research, in New York, said that what is most needed today is business confidence in the future.

He advocated less government spending and less taxes.

Charging that organized labour has now become "private power," Dr. Wolman expressed the fear that goods will soon become so expensive that the people will not be able to afford them. "Labour," he said, "was becoming a cause of higher costs."

### CMA Officers for 1955-56

President: T. A. Rice, International Harvester Company of Canada, Limited, Hamilton, Ont.

1st Vice-president: J. N. T. Bulman, Bulman Bros. Limited, Winnipeg.

2nd Vice-president: H. V. Lush, Supreme Aluminum Industries Limited, Toronto.

Treasurer: J. Ross Belton, Gutta Percha and Rubber, Limited, Toronto.

General Manager is J. C. Whitelaw, QC, Toronto.

## 42<sup>nd</sup> Convention, International Association of Personnel in Employment Security

Conference theme: "Employment Security in Action--Today and Tomorrow"  
Unemployment during high prosperity presents challenge, President R. P. Hartley of Moncton, N.B., tells 700 delegates from 25 countries

More than 700 delegates, representing 25 countries, attended the 42nd annual convention of the International Association of Personnel in Employment Security (IAPES) at Cincinnati, Ohio, June 7-10. Next year's convention will be held in Toronto, June 25-29.

Theme of the conference was "Employment Security in Action—Today and Tomorrow". The keynote address, "Employment Security Actions—Performance and Promise," was delivered by Rocco C. Siciliano, U.S. Assistant Secretary of Labor for Employment and Manpower.

The Hon. Milton F. Gregg, Minister of Labour, scheduled to be a guest speaker, was prevented from attending by the pressure of his parliamentary duties. His speech was read by Bart Sullivan, Ontario Regional Superintendent, Unemployment Insurance Commission.

Other speakers included Donald M. McSween, Commissioner, Tennessee Department of Employment Security; Alan Williamson, President, Interstate Conference of Employment Security Agencies; Maj.-Gen. Melvin J. Maas, Chairman,

President's Committee on Employment of the Physically Handicapped; and Robert C. Goodwin, Director, Bureau of Employment Security.

Greetings were received from the President of the United States, the U.S. Secretary of Labor, the Prime Minister of Canada, the Director of the International Labour Organization, and Labour Department officials in France, Hawaii, Indonesia, Japan and Turkey. Among past presidents of the Association who sent messages were Bryce M. Stewart, a former Deputy Minister of the Canadian Department of Labour, and V. C. Phelan, Director of the ILO's Canada Branch.

The Canadian delegation included members from Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba and British Columbia.

### Keynote Address

Rocco C. Siciliano, U.S. Secretary of Labor for Employment and Manpower, delivered the keynote address.





Canadians attending the 42nd annual convention of the International Association of Personnel in Employment Security. In the centre foreground, seated on the sofa, are: (left to right): Bart Sullivan, Toronto, executive board member for the Association's District 14; Mrs. Sullivan; Mrs. R. P. Hartley; and R. P. Hartley, Atlantic Regional Superintendent, Unemployment Insurance Commission, retiring IAPES President. E. C. Desormeaux, UIC Secretary, stands behind Mrs. Sullivan.

Taking as his subject "Employment Security Actions—Performance and Promise," Mr. Siciliano outlined his Department's employment security program.

Six over-all objectives have been set up, he said, plus specific objectives for the employment service, unemployment insurance and temporary total disability. The three following objectives he singled out for special comment:

1. To insure that placement program, methods, and facilities are suitable for meeting worker and employer needs in all occupational categories, including professional, technical, clerical, and highly skilled occupations, and to achieve needed balance in serving all occupational groups.

2. To insure that a well-rounded program is maintained in relation to the basic placement activities by giving appropriate attention to employment-related services, such as testing, counselling, community employment planning, occupational analysis, industrial services, and labour market information.

3. To assist in the development of programs for the alleviation of unemployment in all areas; and, for areas of substantial labour surplus, to maintain a program of technical assistance...; and to ensure that state and local employment security offices assist local communities to organize their own resources.

## Report from Canada

"Canada Pushes Forward for Employment Security" was the title of the speech planned by the Hon. Milton F. Gregg, Minister of Labour. In his absence it was read by Bart Sullivan, Ontario Regional Superintendent, Unemployment Insurance Commission.

In his message, Mr. Gregg recounted briefly the steps taken in Canada to deal with the problems of seasonal fluctuation in employment and rehabilitation.

Although significant progress has been made to date, the program to increase winter work is envisaged as a long-term one, he said, and of necessity requires co-operative action on a wide front. Plans are under way, he said, for a continuing educational and publicity program during the summer, fall and coming winter.

The largest single field where action can be taken is the construction industry, said Mr. Gregg.

It has been fairly generally established that by the adoption of new techniques, the use of new materials and equipment, and with adequate planning, there is no real barrier to carrying out construction activities in the winter months. The Building

Research Division of our National Research Council is at present preparing a technical bulletin on winter construction which should be available shortly.

Turning then to rehabilitation, Mr. Gregg said his Government has endeavoured to provide active leadership in this field. In 1952, a Civilian Rehabilitation Branch of the Department of Labour was established, headed by a national co-ordinator. Since its establishment, eight out of ten provinces have entered into agreements with the federal Government by which costs of training and treatment are shared, he said. The provinces that have signed what is known as the Rehabilitation Co-ordination Agreement recently held their first meeting and drafted plans for a national program of rehabilitation.

In the eight provinces which have become participants in the federal-provincial plan, improved facilities are now being utilized for rehabilitating the disabled through a vocational training set-up, and nine out of ten provinces are also using a medical rehabilitation grant administered by the Department of National Health and Welfare to expand their facilities and to train the staff necessary to the medical side of the program.

As a result of the co-operative effort on the part of governments at all levels, many men and women are now receiving the benefits of medical rehabilitation services, vocational guidance and training, and the help of the National Employment Service in securing suitable employment where they can make the greatest individual contribution to the life of the community.

### Security Has Human Element

In line with the convention theme was the address by Donald M. McSween, Commissioner, Tennessee Department of Employment Security—"Employment Security Has a Human Element". His talk served to introduce the convention's forum, "How Effective is Our Employment Security Program Today?"

The sum of Mr. McSween's remarks was that the same ingenuity that is the propelling force behind automation will find a way to employ the hands and brains of people.

"In the age of automation," he said, "it is well to remember that automatic processes will not continue without the human touch—human hands, brains and hearts."

Mr. McSween pointed up the need for rededicated and positive action in employment security agencies. Agency personnel, he said, should strive to serve all employers and workers, to match every man and every job in the nation.

### Rehabilitation of Handicapped

The objective of the President's Committee on Employment of the Physically

Handicapped, said Maj.-Gen. Melvin J. Maas, the Committee's Chairman, is to create an atmosphere where qualified workers, regardless of their personal physical condition, will be accepted. (Gen. Maas himself remained on duty with the U.S. Marines for three years after becoming blind.)

Our goal is that employers will accept handicapped men and women for their abilities, he continued. "Much progress has been made; but we must constantly see that businessmen, employers, unions and the public understand this situation about handicapped men and women who are selected for placement.

"Just because some of us happen to have a personal physical handicap doesn't mean that we are handicapped on the job; and that's what the employer should be concerned about—whether an employee is handicapped in the work he is doing. We know that a rehabilitated, vocationally-trained and selectively-placed individual is not only not handicapped on the job but in general he is a superior worker."

Gen. Maas pointed out that handicapped persons have a better safety record, better attendance records and better production records than the average of non-handicapped workers.

A country must be capable of total mobilization at all times, he went on. That means, he explained, that "we must be capable of having at least 15 million men and women in uniform; and that means that 10 or 12 million of that number will have to come from the labour force, or potential labour force, at a time when industry will have to expand enormously". This can be done, he said, by calling back older workers, mobilizing women "in as great numbers as we can," and, because that still doesn't produce the required numbers, by rehabilitating the handicapped men and women who are capable of rehabilitation and full employment.

### Major Problems

Two of the major problems facing employment security personnel are service to the public and the improvement of the placement service, said Alan Williamson, President of the Interstate Conference of Employment Security Agencies, who titled his address "Employment Security on the Move".

Operations should be shaped, he said, "to obtain a more favourable public attitude towards the entire employment security program".



## Presidential Report by Ralph P. Hartley of Canada

The paradox of unemployment in a period of high prosperity constitutes the "challenge of tomorrow," it was emphasized by IAPES President Ralph P. Hartley in his annual report. Mr. Hartley, of Moncton, N.B., is Atlantic Regional Superintendent of the Unemployment Insurance Commission.

Analysis of this challenge followed his review of the setting up of a joint International Council on Personnel Development on which are serving representatives of major organizations connected with employment security in the United States and Canada (L.G., May, p. 530).

Reporting all Association undertakings flourishing, he anticipated a membership total of 18,000 this year.

In a review of the Association's fiscal position, he announced that during his term of office the balance in IAPES funds had increased from \$22,000 to \$29,000.

Mr. Hartley pointed out that the healthy financial position should help orderly progress toward IAPES objectives and, he said, the 1954-1955 administration, by careful and economical operation, will have built up a \$5,000 reserve.

Dealing with the mobility of labour with its resultant "frictional" unemployment, he considered it basic that the handling of this labour be made effective to the highest degree, be the special field of specialized personnel with the technical know-how.

"For this to be possible," he asserted, "the level of competency must be raised of those of our employees upon whom we rely to carry on this work."

The fruition of such a specialized set-up "would determine how the level of competency could be raised in the interviewing jobs in both employment and claims-taking," he said.

"Why have we had such a rise in unemployment in the last two years, and what has caused it?," he asked.

"Does it not seem strange that in the United States, with a labour force of over 60 million and a population of over 100 million, we have had from four to six million unemployed during the last two years at peak periods, while the economy of the country, at the same time, registers high prosperity?

"This is from 8 per cent to 12 per cent of the labour force unemployed.

"Does it not seem strange that in Canada, with a labour force of over five million, we have had from half a million to 600 thousand unemployed in the last two years, at

peak periods, with the economy of the country, at the same time, registering high prosperity?

"This is from 10 per cent to 15 per cent of the labour force unemployed.

"What is the answer? I think the answer is that the gross national product, aided and abetted by the gross national income, and the gross national population additions has not increased sufficiently each year, over the previous year, to provide the extra jobs that we must have in both our countries to take care of the new entries into the labour force, or otherwise suffer a rise in unemployment.

"To cure the kind of unemployment we have been experiencing in the last two years, the gross national product has got to increase from one year to another sufficiently to provide these jobs. As it fails to do this, unemployment is bound to rise and in exactly the same proportions as it fails to do it. If the gross national product stands still or decreases in any year, the higher will unemployment rise."

Discussing the four major types of unemployment, Mr. Hartley designated them as: seasonal, about which very little can be done except where it is possible to spread seasonal work of industries over more of the year; technological unemployment, which should take care of itself; cyclical unemployment, for which he said "we need a system of quick detection and counteraction sufficiently effective to solve a substantial part of the problem," and frictional unemployment, which he termed "the most serious of all."

### Canadian Get-Together

The Canadian delegates chartered their course at a breakfast get-together.

Presiding over the informal function was past-president Bart Sullivan, with President Ralph Hartley sharing the head-table honours.

The Canadians heard three of the four candidates for the office of international second vice-president: George Elleson, Ben Cohen, and Mrs. Petro Colon. They then aired their views on matters particularly pertinent to Canadian participation in the convention. There was also a round-table discussion of the 1956 convention in Toronto.

### Officers for 1955-56

John B. Griffin, Manager of the Dallas, Texas, Employment Commission office, was elected President of the Association for 1955-56; he was unopposed. He had served as 1st Vice-president for 1954-55.

Garnett Johnson, Frankfort, Ky., 2nd Vice-president for 1954-55, was elected by acclamation to succeed Mr. Griffin as 1st Vice-president. Secretary Marian E. Perry, Albany, N.Y., and Treasurer Carl T. Anderson, Nashville, Tenn., were re-elected by acclamation.

Canadian members elected as executive board members were: Hugh Stephens, Winnipeg, representing District 13; Bart Sullivan, Toronto, representing District 14; and Marcel Guay, Montreal, representing District 15.

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*From the Labour Gazette, August 1905*

## 50 Years Ago This Month

**Great majority of establishments surveyed granted wage increases in second quarter of 1905 but wage rates decreased for unskilled labour on railway construction in West. Ottawa printers gain eight-hour day**

Wage increases were the rule as far as Canadian labour was concerned during the second quarter of 1905. A survey by the Department of Labour of several major industries in the country employing 13,750 workers, results of which were published in the August 1905 issue of the *LABOUR GAZETTE*, showed that of the 64 establishments studied, 56 reported wage increases, two reported wage increases with reduced hours, three noted decreases in hours, two indicated reductions in wages and one firm increased both wages and the hours worked.

The only class which showed a net decrease in earnings was unskilled labour, owing to the lower rates paid in 1905 for railway construction in the West. More than 6,000 such workers were affected by this wage decrease, the weekly reduction in earnings averaging \$1.32.

The skilled trades, without exception, registered wage increases, the most notable being in the building trades, where 3,333 employees had their earnings increased on the average of \$2.11 a week. Substantial wage increases were also recorded for workers in general transport, where the average pay rise was 5 cents an hour.

Other industry groups employing large labour forces and reporting wage increases, as recorded by the Department, were as follows: carpenters in Montreal, from 22½ and 25 cents an hour to 30 cents; lathers in Toronto, from a daily rate of \$2.65-\$2.75 to a rate of \$2.75-\$3; electric workers in Winnipeg, 5 cents more per hour; railway employees on the Grand Trunk Railway system east of the Detroit and St. Clair rivers, \$2.50 more per month; and conductors and motormen in Ottawa, 10 cents more a day for workers with more than two years' service.

Among the major reductions in working hours cited in the Department's study were the following: job printing employees in Ottawa, from nine to eight hours per day; bricklayers, masons and plasterers in Montreal, from 60 to 54 hours per week; retail clerks in Chatham, Ont., from a work week of 72 to 78 hours to a week of 66 hours; and stone cutters in St. Hyacinthe, Que., from a work week of 60 to 54 hours.

Employment conditions in Canada during July were reported to be "very buoyant". Among the major industries recruiting labour in considerable numbers were agriculture, manufacturing, mining, construction and lumbering.

Labour disputes during July 1905 numbered 20, the same as a year previously, although the number of working days lost increased by 9,275. Compared with June, the month of July registered four more labour disputes and an increase of 9,181 in the number of working days lost.

Immigration to Canada up to the end of the fiscal year, June 30, totalled 145,591, the highest ever recorded in Canada up to that date. Previous record years for immigration were 1901-02, when 129,364 immigrants were accepted, and 1903-04, when 129,656 arrived.

The most noticeable increase was among immigrants from the British Isles, 9,037 more arriving in the six months ending June 30 than in the same period in 1904, when 52,660 entered. Immigration from the United States declined by 1,628 in the fiscal year ending in June.

Industrial accidents during July 1905 numbered 312, of which 111 were fatal. Both fatal and non-fatal accidents during the month showed a considerable increase over the figures for June.



# International Labour Organization

## One Convention, 2 Recommendations Adopted by 38<sup>th</sup> ILO Conference

Convention calls for the abolition of penal sanctions for breaches of contract of employment by indigenous workers; one recommendation deals with vocation rehabilitation of disabled. Latter adopted unanimously

One convention and two recommendations were adopted by the 38th session of the International Labour Conference. The convention concerns the abolition of penal sanctions for breaches of a contract of employment and the recommendations deal with vocational rehabilitation of the disabled and with the protection of migrant workers in underdeveloped countries.

The convention was adopted by a vote of 206 for, 1 against and 4 abstentions. The first recommendation carried by a vote of 210 for, none against and no abstentions; the second by 161 for, 18 against, 36 abstentions.

ILO conventions are binding on all countries that ratify them. The newly-adopted convention is the 104th since the ILO's inception in 1919.

The convention calls for the abolition, immediately if practicable, of penal sanctions for breaches of a contract of employment by indigenous workers. The ILO is convinced, says the preamble to the convention, "that the time has come for the abolition of such penal sanctions, the maintenance of which in national legislation is contrary to modern conceptions of the contractual relationships between employers and workers and to the personal dignity and rights of men".

Where immediate abolition is found not to be practicable, the convention permits progressive abolition.

Text of the convention is reprinted below.

Among the resolutions adopted were those that:—

Hoped the work of the United Nations Disarmament Commission would be brought to a "speedy and fruitful conclusion" and that resources would be set free by a reduction in armament expenditure for use in economic development.

Expressed the hope that the new convention on penal sanctions would be "widely and promptly ratified and applied".

Called for increased protection to working mothers and for a study of the

problem of the part-time employment of women and the integration or re-integration of older women in gainful occupations.

Stressed the fundamental importance of real respect for the trade union rights of workers, pointing out that these rights were being seriously violated in some countries.

Asked the ILO Governing Body to draw up a practical program of action in the labour-management relations field and to consider bringing the question up before a future session.

The conference pledged the unanimous support of the ILO in the harnessing of nuclear energy for peace. It asked the Governing Body to study the part the ILO could play in advising and assisting in promoting the development of the use of atomic energy for peaceful purposes and as a means of raising living standards, studying and solving the problems of adjustment that will arise as a result of the industrial use of nuclear power, and in promoting the highest possible standards of health, safety and welfare among workers in atomic plants.

The conference decided to place on the agenda for next year's session the following subjects: vocational training in agriculture, welfare facilities for workers.

This year's convention was attended by more than 700 delegates, advisers and observers—a record—and 65 of the 70-member nations were represented. Delegates numbered 249, of which 125 were government delegates, 62 employers and 62 workers. There were 427 advisers, including 186 government representatives, 111 employers and 130 workers. Tripartite observer delegations from non-member countries totalled 54 persons while international and non-governmental organizations sent 35 representatives.

### Vocational Training of Disabled

The recommendation on vocational training for the disabled sets no age limit for



Photo by G. G. Vuarchex, Geneva

### The Canadian Delegation at the 38th International Labour Conference at Geneva

Seated (left to right): Hon. A. E. Skaling, Minister of Labour, New Brunswick, observer; A. H. Brown, Deputy Minister of Labour, head of delegation; Hon. Milton F. Gregg, Minister of Labour; J. A. Brass, Railway Association of Canada, employer adviser; and Andrew V. Cooper, United Brotherhood of Carpenters, worker delegate. Standing (left to right): Paul Goulet, Assistant to the Deputy Minister of Labour, government delegate; W. J. McNally, Canadian Chamber of Commerce, employer adviser; Miss Isabelle Lefort, secretary to the Minister; J. G. McLean, National Legislative Committee (Canada), International Railway Brotherhoods, worker adviser; S. M. Hodgson, International Woodworkers of America, worker adviser; Dr. J. W. Willard, Department of National Health and Welfare, government adviser; S. M. Gossage, Canadian Pacific Railway Company, employer adviser; C. R. Ford, Canadian Vocational Training Branch, Department of Labour, government adviser; Hector Allard, Permanent Delegate to the European Office of the United Nations, alternate government delegate; John Brady, United Auto Workers, worker adviser; G. C. Bernard, Canadian Manufacturers' Association, employer adviser; Jean Marchand, General Secretary, Canadian and Catholic Confederation of Labour, worker adviser; J. Arthur Laprès, employer adviser; Ian Campbell, National Co-ordinator of Civilian Rehabilitation, Department of Labour, government adviser; Albert Mayer, President, Saskatchewan Civil Service Association, worker adviser; F. J. McKendy, Department of Labour, secretary to the delegation. A. W. Campbell, employer delegate, is not pictured.

providing vocational training and is accompanied by a resolution urging increased efforts to help war-disabled persons to return to a normal occupation.

It contains, among others, proposals concerning:—

Interviews and medical examinations.

Tests of capacity and aptitude.

Opportunities for try-outs in actual work experience.

Analysis of physical capacity.

"Continuous and co-ordinated" national programs in the various member countries.

Measures taken in close co-operation with employers and trade unions to promote "maximum opportunities" for the disabled.

Research designed to demonstrate working capacities of the disabled.

Sheltered workshops.

Other detailed proposals concerning children, co-operation with bodies responsible for medical treatment, vocational guidance, administration, education of the public, etc.

### Sir Walter Monckton

The establishing of good relations between the two sides of industry isn't a "theoretically desirable" goal but one of the keys to Britain's prosperity, said Sir Walter Monckton, Britain's Minister of Labour, in an address June 17 to the conference.

"Industrial relations" and "human relations" were, he said, two separate but complementary parts of the problem of establishing and maintaining industrial peace.

By industrial relations we mean the determination, by collective bargaining, of wages and conditions of employment and secondly the settlement of trade disputes. What is involved is a matter of organization—organization of employers and organization of workers.

On the other hand, by human relations we mean the relations between man and man. In the case of industry this means relations between management and workpeople, which do not necessarily depend upon formal organization.



Sir Walter quoted from the Director-General's report: "A distinct preference for voluntary methods of agreement is a dominant characteristic of the whole policy and practice of industrial relations in the United Kingdom." He declared:

I would put it even more strongly than that. It is more than a distinct preference. It is the basic element in our policy—a policy designed to keep state direction out of industrial relations and daily work as much as possible. This does not mean, of course, that our Government accept no responsibility for the development of sound labour-management relations. On the contrary it is our policy to give a lead to management and employees, to encourage them to place their relationships on a proper and effective footing and to make clear what we think should be done in the interests of the nation as a whole. But we do this on the clear understanding that it is upon industry itself that the ultimate responsibility rests.

On human relations the British Minister said:

If we want to develop understanding and loyalty and obedience to authority through consent freely given, we must concern ourselves more closely and more profoundly with the motives which underlie the conduct and attitudes of men and women....

The main object of a human relations policy seems to me to be one of creating confidence between management and workpeople, a confidence which allows men to work together with understanding and with a common approach to the problems of industry.

This is an issue which concerns all industry, both public and private. It does not depend on the form of ownership of the undertaking. In a state factory or in a co-operative there are still those who give instructions and those who receive them.

Sir Walter presented what he considered the five basic elements necessary for the establishment of good human relations:—

First, the payment of fair wages and observance of good conditions, covering not only matters such as hours of work but also adequate safety, health and welfare provisions.

Secondly, proper and adequate supervision and control. "Forced stoppages of work through lack of materials or of parts can be frustrating and irritating and can lead to lack of confidence in management. So far as personal control by the supervisors is concerned, if it is exercised in a spirit of human understanding, far from being resented by the workpeople it will be accepted by them in the spirit in which it is exercised," Sir Walter said.

Third, the provision of information and the perfection of the art of communication. "The supply of information about the progress of a business—what happens to its

profits, their relation to reserves, dividends and wages—all this does, I suggest, go a long way towards making the workpeople feel that they are part of one enterprise," he said.

Fourth, joint consultation. "We can think of this first simply as one of the methods of exchanging information," he said. "But it is really much more than that. It is a method of exchanging ideas, as well as information, a method of making use of the creative energy of the workpeople, and a method of building up confidence between management and the workpeople."

Fifth, the recognition of the human factor as of outstanding importance. "The policy of management must be based on recognition of the fact that a man is neither a tool nor a machine but a complex human personality."

## ILO Director-General

"The ILO today faces issues that affect its very structure," said ILO Director-General David A. Morse, in his reply to the debate on his report. "They relate to the manner in which countries having different social and political systems can be represented within the Organization."

One of these issues, he recalled, had arisen during the session in connection with the seating on committees of employer delegates from the Soviet Union and other Eastern European countries (L.G., July, p. 817).

It is not for me to comment at this time upon the substance of the matter. My concern is rather that these important issues be dealt with without fear or confusion and in accordance with the due process of law, which, as I emphasized in my remarks to the conference last year, lies at the heart of the ILO's tradition.

The existence of such serious issues is not in itself an evil thing. It is a sign of growth, of the continual need of a living organism to come to terms with its environment, which in our case is the pattern of social conditions and social structures throughout the world. The important thing is the manner in which these issues are approached.

He revealed that he had appointed a committee of "persons of the highest individual independence and personal integrity" to conduct an enquiry into the extent of freedom of worker and employer organizations from government domination or control in each of the ILO's 70-member countries. The committee will be headed by Sir Arnold McNair, former President of the International Court of Justice. Members will be Senator Pedro de Alba of

Mexico and Mr. Justice A. R. Cornelius, of the Federal Court of Pakistan and a former Minister of Law and Labour in his country.

Referring to the many speeches in which delegates described labour-management relations in their countries, Mr. Morse said:

I was particularly interested in the description of functions of management and of the trade unions in the industrial enterprises of the Soviet Union and other countries having a similar social and economic organization, as these were described by some of the employers' and workers' delegates from these countries. Notwithstanding the statement of Mr. Pimenov, the workers' delegate of the USSR, we in the ILO have had extremely little reliable information about these things. We will need to acquire much more before we are in a position confidently to analyse social problems and conditions in his country. Mr. Borisov, the employers' delegate from the USSR, for example, mentioned the conference on industry recently held in Moscow in which, as he said, workers, managers and officials of some of the Ministries took part in a critical examination of industrial processes and techniques. If the ILO could be brought into contact with future meetings of this character, it might provide a useful channel for the international exchange of experience. The ILO might also help to organize an interchange of visits between some of the countries with characteristically different forms of labour-management relations—such as the United States, the United Kingdom, India, the Scandinavian countries and the Soviet Union—to study conditions and practices on the spot and make the results available to all in objective factual surveys.

He recalled the mention made by the Hon. Milton F. Gregg, Minister of Labour of Canada, of the maturing process which has been taking place in the field of industrial relations since the early days of the ILO (L.G., July, p. 815). He continued:

Furthermore, within each country a healthy growth of co-operation between labour and management can contribute to strengthening the fabric of society as a whole. For this is an everyday school of democracy in which men and women participate actively, both individually and through their representatives, in shaping the conditions of their life and of their work. The growth of an active, vital, industrial democracy can thus provide a strong base for political democracy wherever it is weak and subject to the vicissitudes of national and international economic and political fluctuations....

Mr. De Bock, the workers' delegate from Belgium, said that the answer to most of the questions raised in my Report (concerning labour-management relations) lies in the existence of a free and independent trade union movement, fully recognized and having the necessary guarantees. I think this point of view, as I heard the debate, met with general acceptance. The importance of the point is emphasized when we consider some of the hesitation expressed by various workers' representatives at the use

of the term "human relations". They have said that there is no point in talking about good human relations unless there is first of all recognition of trade unions.

Enlightened management can unquestionably do much to promote a better atmosphere in industry, to create a sense of team-spirit and to give the worker the sense of satisfaction which comes from making a real contribution towards the prosperity and well-being of the community in which he lives. This cannot be achieved by vague pronouncements of good will, psychological technique or a paternalistic attitude of management. The problem is, as Sir Walter Monckton again said, to create confidence.

No one, I think, has, however, suggested that a constructive attitude on the part of management towards human relations in the plant is in any way a substitute for the existence of a strong, free, independent trade union. On the contrary, I think experience has generally shown that where management has taken a truly constructive attitude in these matters it has come to recognize the real value of the trade union. But when we consider how trade unions can develop as an essential organ for labour-management co-operation in a truly free and independent way we are facing perhaps the most difficult single issue of social policy today....

Mr. Morse said this was particularly important in countries where the trade union movement was weak or in its embryo. "The problem for many of the economically underdeveloped countries today is speed," he pointed out. "They are rapidly acquiring the economic and technical potential of modern society and industry and they sense a need for the social organization, particularly for the trade unions, that have become an essential part of industrial organization in the more advanced countries."

We are more and more conscious of a great gap between the advanced stage of our technology and the inadequacy of our social organization. On the one side lies the promise of a new Industrial Revolution. Who today knows what possibilities of higher human welfare lie behind that inelegant word "automation", the application of electronics of industry, and the peaceful uses of atomic energy? Yet these achievements of the practical mind of man have come to pass in a world in which human rights are still grossly neglected, in which freedom of association is not everywhere respected and the dignity of the individual is violated. These achievements have come to pass in a world in which the great majority of the people still live in misery, poverty, disease and illiteracy. From a world point of view we are still in our infancy. We have only begun to walk the road where men may learn to work together and make the best possible use for their own well-being of the tools which their ingenuity has devised.

The ILO has a great role to play in bridging this gap. It can only, however, meet this challenge effectively if there is a full and loyal participation in its work from all parts of the world. Our efforts must encompass the workers and the employers in





Photo by G. Cadoux, Geneva

### Canada's Employer Delegate and Worker Delegate at ILO Conference \*

A. W. Campbell

Andrew V. Cooper

all countries, who should be brought eventually to join in our common effort to eradicate the moral evils in society and to work for co-operation between men and peoples.

#### Welfare Facilities

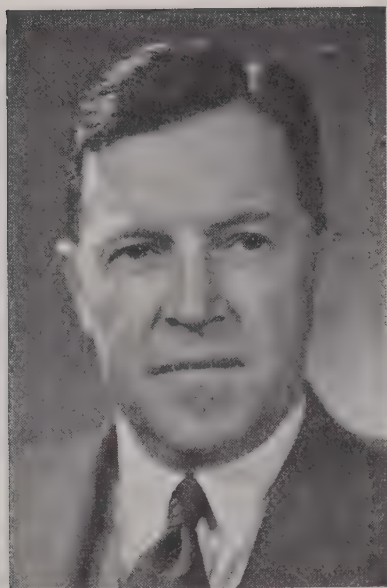
On June 21 the report of the Committee on Welfare Facilities was presented to the Conference. "The correct basis of welfare measures should be the concept of social justice, and this was one of the ideas brought out during the general discussion in the Committee," said Mr. A. A. Shaheed, Pakistani government delegate, when presenting the report.

S. M. Gossage, Canadian employers' adviser and a Vice-Chairman of the Committee, in an address following the presentation of the Report, said: "It is with much regret that the employers have to say that the proposed conclusions as principles are in their opinion unsatisfactory and not such as they can support." He explained:

The employers are in accord with the general purpose behind the proposed recommendation for providing suitable welfare facilities for workers in all countries. However, the key word is "suitable" and the conclusions as drafted have in many cases lost all sight of suitability and assume that what may be desirable in one case is, *ipso facto*, desirable in all. At the start of the proceedings the employers doubted that the

subject placed before the Committee was suitable for a recommendation. They felt that the great variety of conditions affecting welfare facilities in different countries, in different industries and even in different localities would make almost impossible the preparation of international standards in any useful form. However, they agreed to discuss the document before the Committee in the form of a recommendation in order to make progress and they feel that, had the Committee agreed with some reasonable amendments they proposed, conclusions might have been reached which they could have supported.

Welfare facilities of the nature of those covered in these conclusions have in the past been provided principally by voluntary action of employers. In our view this will continue to be the case, reinforced by voluntary agreements reached freely between employers and workers. The conclusions do recognize such voluntary action but they do not accord it its proper place. They assume that in one way or another regulations by the competent authority will be involved. During the discussions in Committee the employers were assured by worker representatives that they could see no element of compulsion in the document at all and that they were not expecting provision of facilities where these were not needed. The employers hope sincerely that this is the case. However, when an amendment to introduce in connection with the provision of messrooms the words "where practicable and appropriate" is defeated, the suspicion remains that it may be the intention to insist on such facilities where neither practicable nor appropriate.



**A. H. Brown**  
Heads Canadian Delegation

The employers therefore feel they must oppose the proposed conclusions in their present form as being insufficiently flexible to allow for individual circumstances, inconsistent in the treatment of one subject as compared with another, lacking in sufficient emphasis on voluntary action, and in individual matters far too detailed. It will be necessary for the employers' group to record their opposition to individual clauses which they feel are not satisfactorily worded.

### Canadian Employers' Delegate

In the debate on the Director-General's report, Canadian Employer Delegate W. A. Campbell said, in part:

We feel that labour-management relations are best founded on the freedom of making individual bargains, and that unnecessary pre-emption by legislation, of areas proper to collective bargaining, is harmful to good labour-management relations.

We feel strongly that some of the matters that have been considered by the conference have been outside the area where there is a net gain to be expected from action at the international level, and that such interference with what should be considered at the local level is prejudicial to our joint aim of improving labour-management relations.

Various plans are now under review by some worker groups in North America such as the Guaranteed Annual Wage which appear to be possibly symptomatic of the obsession with security of which the Director-General has warned us, and his timely comments will be given careful study in my country.

### Industrial Safety

One of the last items on the agenda for the conference's closing day, June 23, was a discussion on the resolution concerning the improvement of the protection of labour and industrial safety. This resolution was submitted by the USSR workers' delegation.

A. W. Campbell, Canada's employer delegate, in an explanation of the Canadian employers' abstention in the resolution committee in the voting on the resolution, said:

The Canadian employers are heartily in accord with the improvement of safety measures and the prevention of occupational disease. Many of the sections of the resolution are acceptable to us. We feel, however, that certain other sections of the resolution are not completely in accord with our national procedures in this field, which in general provide that matters for collective bargaining should be determined by the parties to the bargaining, subject to appropriate minimum legislation. Because of this and, further, considering the great haste in which this resolution was prepared, we propose to abstain.

In closing, Mr. Campbell stated he agreed with the remarks made earlier by Michael Ross, United States worker adviser, who said the attitude displayed by the USSR and Eastern European countries to a resolution on labour-management relations "fulfils the worst fears that both workers and employers had about the result of their entry (into the ILO), not because they object to the resolution but because it is quite clear that they reject the whole conception upon which the ILO is based".

A. H. Brown, Deputy Minister of Labour and head of the Canadian delegation, declaring that Canada was in accord with the purpose of the resolution, referred to suggestions "in some quarters" that parts of the resolution may be interpreted as an invitation to governments to interject themselves in the field of collective bargaining and prescribe matters that should be included in collective agreements. "The Canadian Government," he pointed out, "as a matter of long-standing policy leaves it entirely to management and labour to determine between them the nature of the matters which are appropriate and acceptable for inclusion on collective agreements. This policy applies as fully to the subject matter of occupational safety and health as to other matters relating to conditions of work and employment."

In his interpretation, the provisions of the resolution do not conflict with that policy and therefore he supported it.



## Vocational Training in Agriculture

A report designed to make farm life attractive and productive for young workers and parents, as well as increase the world's food supply, was adopted unanimously by the Committee on Vocational Training in Agriculture. The report, which proposes the formal adoption of a Recommendation at next year's conference, is designed to secure recognition by the general public of the importance of agriculture as a profession.

Its conclusions include proposals for:—

Equality of opportunity for agricultural vocational training, without distinction as to race, religion, sex, or status of land tenure;

Provision for apprenticeship schemes where agriculture is suitably organized and farm practices warrant it;

On-the-farm training programs;

## Convention No. 104—Concerning the abolition of penal sanctions for breaches of contract of employment by indigenous workers.

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-eighth Session on 1 June 1955, and

Having decided upon the adoption of certain proposals with regard to penal sanctions for breaches of contract of employment by indigenous workers, which is the sixth item on the agenda of the Session, and

Having determined that these proposals shall take the form of an international Convention, and

Being convinced that the time has come for the abolition of such penal sanctions, the maintenance of which in national legislation is contrary to modern conceptions of the contractual relationships between employers and workers and to the personal dignity and rights of man; adopts this 22nd day of June of the year one thousand nine hundred and fifty-five the following Convention, which may be cited as the Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955:

### Article 1

The competent authority in each country where there exists any penal sanction for any breach of a contract of employment as defined in Article 1, paragraph 2, of the Penal Sanctions (Indigenous Workers) Convention, 1939, by any worker referred to in Article 1, paragraph 1, of that Convention, shall take action for the abolition of all such penal sanctions.

### Article 2

Such action shall provide for the abolition of all such penal sanctions by means of an appropriate measure of immediate application.

Commenting on the phrase "twilight of the strike" used by ILO Director-General David A. Morse, Willi Richter, German worker delegate said:—

"I should like to say that no one would be happier than the workers if it were possible to stop using the strike. But so long as the organization of economy is not democratic, so long as the workers can only take part in the product of industry when they have the power to withdraw their labour, so long will the workers and their unions struggle to retain the right to strike."

On one principle, however, the German workers and employers are agreed, Mr. Richter declared. "Both want the state to keep out of industrial disputes and out of their settlement."

Farm extension program to carry the results of scientific research to farmers;

Training of teachers and officials of agricultural services, which should have high priority.

### Article 3

Where an appropriate measure of immediate application is not considered to be practicable, measures shall be adopted providing for the progressive abolition of such penal sanctions in all cases.

### Article 4

The measures adopted under Article 3 of this Convention shall in all cases ensure that all penal sanctions are abolished as soon as possible and in any event not later than one year from the date of the ratification of this Convention.

### Article 5

With a view to abolishing discrimination between indigenous and non-indigenous workers, penal sanctions for breaches of contracts of employment not covered by Article 1 of this Convention which do not apply to non-indigenous workers shall be abolished for indigenous workers.

### Article 6

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

### Article 7

1. This Convention shall be binding upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

## Article 8

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

## Article 9

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

## Article 10

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for

registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

## Article 11

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

## Article 12

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 8 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

## Article 13

The English and French versions of the text of this Convention are equally authoritative.

## New Committee on Forced Labour to be Established

The Governing Body of the ILO, at its 129th session at the end of June, authorized Director-General David A. Morse to establish a new committee on forced labour. The *ad hoc* committee "shall analyse material received by the ILO dealing with the use and extent of forced labour throughout the world and submit its conclusions to the Director-General for transmission to the Governing Body and for inclusion in his reports to the 1956 and 1957 International Labour Conference".

A previous committee on forced labour submitted its report in 1953 (L.G., 1953, p. 1131).

At a previous session, the Governing Body decided to place the question of forced labour on the agenda for the 1956 conference. The ILO has sent a questionnaire to the 70 member countries asking whether they wish a new international instrument and whether it should be an ILO Convention or an official Recommendation. Under the usual ILO "double discussion" system, final action would be taken in 1957.

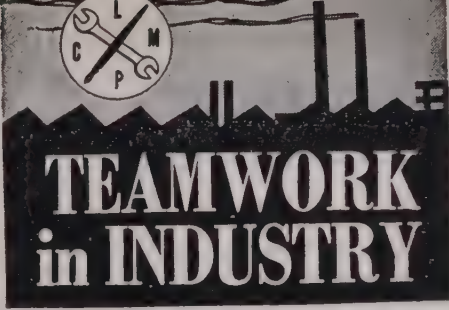
The Governing Body at the 129th session also:—

Adopted the sixth report of the committee on freedom of association. The committee reported on seven cases of alleged violation of trade union rights. Three of them, concerning Iran, France and the Union of South Africa, were dismissed without being communicated to the governments concerned. The remaining four—relating to Greece (two cases), Burma and Argentina—are to be dismissed as not calling for further examination but subject to certain observations.

Decided to call two tripartite technical meetings in 1957 to consider problems relating to two industries not included among the ILO's industrial committees: mines other than coal mines and timber industries.

Announced that the fifth session of the Petroleum Committee, which had been adjourned (L.G., July, p. 819), would be held in Geneva in April 1956.





Recognition for its good work is given the labour-management committee of the Vernon Jubilee Hospital, Vernon, B.C., in an article appearing in the British Columbia Hospital Insurance Service Bulletin.

The article states, in part: "Once a month in the Vernon Jubilee Hospital, a group of people book the board room for a meeting at which the supervisor and one employee of each department meet with J. O. Dale, administrator, and Mrs. C. Thom, director of nurses, to discuss 'anything which is for the ultimate good of the hospital or the staff'.

"Styled by Mr. Dale as a labour-management meeting, it is one of the methods by which the Vernon Jubilee Hospital achieves the teamwork for which it is known throughout the Okanagan Valley."

The hospital personnel are members of Local 346, Vernon Jubilee Hospital Employees Federal Union (TLC).

\* \* \*

An idea, recently advanced and accepted at the regular monthly meeting of a labour-management committee, seems worthy of adoption by all committees.

It was proposed that a semi-annual report be prepared by the committee's secretary, listing all suggestions considered by the LMPC during the preceding six-month period, and the disposition made of them.

The purpose and value of such reports can readily be seen. Mimeographed and distributed, they would keep all personnel informed about what has happened; prevent repetition of suggestions; provide a record of the organization's work, and so on.

The idea was suggested by Arthur Brown, at a meeting of the labour-management committee of Eastern Steel Products Limited, Preston, Ont., where employees are members of Local 2904, United Steelworkers of America.

\* \* \*

For the first time in Canadian railway history, a training program for maintenance of way workers has been developed by the Union-Management Co-operative Movement, Canadian National Railways, Winnipeg, in collaboration with the railway's personnel department.

The course has been designed to provide these key CNR employees with better understanding of their trades and crafts. Engineering officers at Winnipeg and officers of the Maintenance of Way Employees form a joint planning committee for the purpose.

Two bridge and building foremen from each of the four western provinces completed their training at Winnipeg recently. They were the first of a large group of foremen scheduled to participate in the 21-day sessions.

The graduates were presented with certificates upon completion of the course and were congratulated by union and management officials.

Frank H. Keefe, general manager, Western Region, said he was confident the course would be most helpful to the men in their work, and that they were now better equipped also to train employees under their jurisdiction.

\* \* \*

## Open House Declared Success

An "Open House" day, sponsored by the LMPC of the Edmonton, Alta., Municipal Power Plant, and held in conjunction with the city's 50th anniversary celebrations, was declared a marked success by employees and management.

More than 10,000 residents of Edmonton took advantage of the invitation to see how and where the power to light their homes is generated. They showed keen interest in everything that was on display, and had many questions to ask.

A particularly gratifying phase of the affair, from the viewpoint of the sponsors, was the fact that many plant employees who had been working in the morning of "Open House" day returned to the workings in the afternoon, accompanied by their families, to make the inspection tour along with other visitors.

So successful was the event considered that it will be held annually from now on.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during June. The Board issued eight certificates designating bargaining agents and allowed the withdrawal of two applications for certification. During the month, the Board received eleven applications for certification.

### Applications for Certification Granted

1. Canadian Merchant Service Guild Inc., on behalf of a unit of employees of Canada Steamships Lines Limited, Montreal, comprising first mates, second mates, and third mates employed aboard the company's vessels, excluding mates from the bargaining unit (L.G., March, p. 298).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of clerical employees of Canadian National Railways, employed in its Regional Accounting Office, Winnipeg (L.G., April, p. 425).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by St. Charles Transportation Company Limited, Quebec, aboard the M.V. *Guy Bartholomew*, M.V. *Frank J. Humphrey*, M.V. *R. A. McGinnis*, M.V. *Robert McMichael* and M.V. *Lady Cecil* (L.G., June, p. 654).

4. International Brotherhood of Electrical Workers, Local 1905, on behalf of a unit of employees of The Pembroke Electric Light Company Limited, Pembroke, Ont., comprising distribution and sub-station employees, powerhouse employees, and the employee assisting the dam superintendent.

5. National Syndicate of Longshoremen of Ha! Ha! Bay, on behalf of a unit of longshoremen employed by Saguenay Terminals Limited at Port Alfred, Que. (L.G., July, p. 822).

6. National Syndicate of Salaried Employees of Saguenay Terminals Limited, on behalf of a unit of weekly-paid office employees employed by Saguenay Terminals Limited at Port Alfred (L.G., July, p. 822).

7. United Steel Workers of America, on behalf of a unit of longshoremen employed by the Eastern Canada Stevedoring Company Limited at Seven Islands, Que. (L.G., July, p. 822).

8. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of employees of Union Steamships Limited, Vancouver, comprising lift-truck drivers directly and regularly employed by the company in receiving cargo for transfer or delivery on the premises of the company. (See below.)

### Applications for Certification Withdrawn

1. Association of Radio and Television Employees of Canada, applicant, and Canadian Broadcasting Corporation, respondent (unit of maintenance employees) (L.G., July, p. 822).

2. National Catholic Syndicate of Longshoremen of Sorel, Inc., applicant, and Atlantic and Gulf Stevedores Limited and Foley Stevedoring Company, Sorel, Que. respondents. (See below.)

### Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of employees of West Indies Wharf (United Keno Hill Mines Ltd. and Cassiar Asbestos Corporation Limited), Vancouver (Investigating Officer: G. R. Currie).

2. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of lift-truck drivers employed by Union Steamships Limited, Vancouver (Investigating Officer: G. R. Currie).

3. National Catholic Syndicate of Longshoremen of Sorel, Inc., on behalf of a unit of employees of Atlantic and Gulf Stevedoring Company Limited and Foley Stevedoring Company, Sorel, Que. (Investigating Officer: C. E. Poirier).

4. Building Material, Construction and Fuel Truck Drivers Union, Local 213, on behalf of a unit of employees of British Yukon Navigation Company, Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe).

5. Canadian Brotherhood of Railway Employees and Other Transport Workers,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.



on behalf of unit of redcaps employed by the Canadian National Railways on its Western Region (Investigating Officer: B. H. Hardie).

6. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Abitibi Power and Paper Company Limited, Toronto (Investigating Officer: R. L. O'Neill).

7. National Association of Government Seafarers, Wharf and Yard Employees, on behalf of unlicensed personnel employed by the National Harbours Board, Montreal, aboard the tugs *Sir Hugh Allen* and *Glenkeen* (Investigating Officer: C. E. Poirier).

8. The Transport Employees Association, on behalf of a unit of employees of Inter-

national Transport Service Limited, B.C. Auto Carriers Limited, and Peace River Transport Limited, Whalley, B.C. (Investigating Officer: D. S. Tysoe).

9. General Truck Drivers and Helpers Union, Local 31, on behalf of a unit of employees of Cascade Motor Freight Lines Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

10. General Truck Drivers and Helpers Union, Local 31, on behalf of a unit of employees of Expressway Truck Lines Limited, Vancouver (Investigating Officer: D. S. Tysoe).

11. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Oka Sand and Gravel, Inc., Montreal (Investigating Officer: C. E. Poirier).

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During June, the Minister appointed conciliation officers to deal with the following disputes:—

1. The Packers Steamship Company Limited, Vancouver, and the National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie).

2. Western Ontario Broadcasting Company Limited (CKLW and CKLW-TV) Windsor, Ont. (Conciliation Officer: F. J. Ainsborough).

3. Patricia Transportation Company Limited, Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: J. S. Gunn).

4. Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and Local 882, International Union of Operating Engineers; Local 692, International Association of Machinists; Local 213, International Brotherhood of Electrical Workers; and Local 170, United Association of Plumbers and Steamfitters.

## Settlements Reported by Conciliation Officers

1. Newfoundland Employers' Association Limited, St. John's, Nfld. (general cargo), and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., July, p. 822).

2. Newfoundland Employers' Association Limited, St. John's, Nfld. (Newfoundland Coal Company Limited), and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., July, p. 822).

## Conciliation Board Appointed

1. Eastern Canada Stevedoring Co. Ltd., Halifax, N.S., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. T. Cochrane) (L.G., July, p. 823).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in May to deal with matters in dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and Local 165, American Federation of Technical Engineers (L.G., July, p. 824) was fully constituted in June with the appointment of Eric G. Taylor, Toronto, as

Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, E. Macaully Dillon, QC, and J. O. Robertson, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in May to deal with matters in dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and the Atomic Energy Allied Council, American Federation of Labour (L.G., July, p. 824) was fully constituted in June with the appointment of Eric G. Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, E. Macaully Dillon, QC, and D. R. Walkinshaw, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

## Settlements Following Board Procedure

1. Colonial Coach Lines Limited, Montreal, and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Feb., p. 172).

2. Bessborough Hotel, Saskatoon (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., May, p. 542).

3. Jasper Park Lodge (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., May, p. 542).

4. Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., May, p. 542).

5. Chateau Laurier Hotel, Ottawa (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., May, p. 542).

6. Fort Garry Hotel, Winnipeg (Canadian National Railways) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., June, p. 656).



# Collective Agreements

## The Flour Milling Industry

About 75 per cent of workers in flour milling industry are covered by terms of a collective agreement, analysis of current contracts shows

Most production and maintenance workers in the flour milling industry in Canada are covered by the terms of a collective agreement. An analysis of the current collective agreements on file in the Economics and Research Branch indicates that 3,039 workers, about 75 per cent of the wage earners in the industry, are covered by 25 collective agreements.

The study extends to establishments primarily engaged in milling flour from grain, but does not include other sectors of the grain mill products industry, such as feed and chopping mills, the preparation of breakfast foods and the manufacture of stock and poultry feed. Typical occupations covered by collective agreements in the flour milling industry include sifter operator, grinder man, wheat cleaner, packer and sewer, warehouse labourer. Office workers and supervisory personnel from the rank of foreman up are excluded from the collective bargaining units.

As may be seen from the accompanying table, a large majority of the contracts are negotiated by the United Packinghouse Workers of America (CIO-CCL). Among the other unions holding bargaining rights are the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC) and the American Federation of Grain Millers (AFL-TLC). In addition, the National Union of Operating Engineers of Canada (CCL) and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC) each have one contract in a plant where the majority of workers are represented by another union.

There is no multi-employer bargaining in this industry. All agreements are signed by a single employer and the employees of one establishment.

Thirteen of the 25 current collective agreements are to run for a period of two years. Most of the others are one-year agreements.

**Union Security and Check-off**—Compulsory union membership is provided in seven agreements. Of these, only two, affecting 82 employees, have a full union shop. In the other five agreements in this group, there is a modified union shop, whereby all new employees are obliged to join the union.

Maintenance of membership clauses were found in an additional 11 agreements, affecting 1,633 workers. In this latter group union security is further strengthened by a provision in five agreements, affecting 621 workers, that all non-members must pay union dues; in three others of this group, affecting 808 workers, new employees must pay union dues whether or not they join the union.

All 25 agreements provide for some form of check-off of union dues; the check-off being made compulsory in nine agreements and voluntary in 16 agreements. Slightly more than 70 per cent of the 3,039 workers under agreement are covered by provisions for a voluntary check-off.

**Hours of Work**—Nearly all agreements include provisions for a work day of eight hours, five days a week. In only three agreements is the number of regular hours of work in excess of 40 per week.

**Overtime Rates**—Time and one-half is the overtime rate applicable under all agreements. It applies to daily hours in all cases but one, in which the mill premium rate is payable only after regular weekly hours have been worked. If worked, Sundays or alternate seventh day are either paid at double rate (15 agreements, 1,955 workers) or at time and one-half (10 agreements, 1,084 workers).

**Paid Statutory Holidays**—Nearly all employees in the flour milling industry are entitled to eight paid statutory holidays during the year. Workers receive a regular day's pay for each of these eight days. For any work performed on these holidays, 17 agreements covering some 2,300 workers provide that the employees are to receive double time and a half, that is, time and one-half added to the straight time pay for the holiday.

**Paid Vacations**—All 25 collective agreements provided for paid vacations. The length of the vacation period generally varies with the employees' length of service with the company. A maximum of three weeks of vacation with pay is provided in 23 agreements covering 2,951 employees. To qualify for a third week of vacation, 20 years' service is required under 16 agreements affecting 2,332 employees. Service

# SELECTED PROVISIONS IN CURRENT COLLECTIVE AGREEMENTS OF THE FLOUR MILLING INDUSTRY

Provisions	Number of Agreements	Number of Workers Covered
<b>Total—All Agreements</b> .....	<b>25</b>	<b>3,039</b>
<b>Unions</b>		
United Packinghouse Workers of America (CIO-CCL).....	17	2,379
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC).....	3	485
Other unions.....	5	175
<b>Term of Agreement</b>		
Less than one year.....	1	61
One year.....	10	1,071
More than one year and less than two years.....	1	153
Two years.....	13	1,849
<b>Union Membership</b>		
Union shop provision.....	7	756
Maintenance of membership clause.....	11	1,633
No provision.....	7	650
<b>Check-off of Union Dues</b>		
Compulsory check-off.....	9	856
Voluntary and revokable.....	7	705
Voluntary, not stated whether revokable or not.....	7	1,247
Voluntary and irrevokable.....	2	231
<b>Hours of Work</b>		
Daily		
8 hours per day.....	24	2,911
Not ascertainable.....	1	28
Weekly		
40 hours per week.....	22	2,921
44 hours per week.....	2	88
45 hours per week.....	1	30
<b>Days Per Week</b>		
5 days per week.....	23	2,951
5½ days per week.....	1	60
Not ascertainable.....	1	28
<b>Overtime Rates</b>		
Time and one-half after standard hours per day and per week.....	17	2,313
Time and one-half for work outside of designated working hours.....	4	477
Time and one-half for specified number of hours; overtime rate higher thereafter.....	2	154
Straight time for short period before overtime rate of time and one-half is applicable.....	1	65
Time and one-half immediately after standard hours per week only.....	1	30
<b>Overtime Rates on Sunday or alternate 7th day</b>		
Double time.....	15	1,955
Time and one-half.....	10	1,084
<b>Paid Statutory Holidays</b>		
Number of days		
6 days.....	1	28
8 days.....	23	3,001
9 days.....	1	10
Rate of Pay if holidays are worked		
Double time and one-half.....	17	2,333
Double time.....	6	631
Time and one-half.....	1	45
No provision.....	1	30
<b>Paid Vacations</b>		
Graduated Plan—Maximum of three weeks.....	23	2,951
Graduated Plan—Maximum of two weeks.....	1	28
Uniform plan—Two weeks after one year's service.....	1	60



# SELECTED PROVISIONS IN CURRENT COLLECTIVE AGREEMENTS OF THE FLOUR MILLING INDUSTRY

Provisions	Number of Agreements	Number of Workers Covered
<b>Shift Schedules and Differentials</b>		
3-shifts—higher differential for third than for second shift.....	20	2,741
3-shifts—equal differential for second and third shift.....	1	165
2-shifts with differential.....	2	95
Shift work indicated but number of shifts not stated—no differential.....	1	28
No provision for shift operations.....	1	10
<b>Seniority Applications Provisions</b>		
In layoffs, promotions, rehiring and in choice of vacations and/or work.....	14	1,935
In layoffs, promotions and rehiring.....	9	1,085
In layoffs, rehiring and in choice of vacations and/or work.....	1	9
In layoffs only.....	1	10

requirements for a third week of vacation in the other seven agreements were 10, 15 or 25 years.

**Seniority**—Length of service is recognized in determining the order of layoffs, rehiring and promotions in practically all of the agreements. It is usually stated that seniority will prevail where ability to do the work and other factors are relatively equal.

In 11 of the 25 agreements seniority is based on both departmental and plant units, while in five other contracts seniority is plant-wide and in two others, department-wide only.

**Grievance Procedure**—Most agreements do not limit the operation of the grievance procedure to disputes concerning the interpretation or application of the agreement. It would appear, therefore, that any dispute arising during the term of the agreement may be processed through the grievance procedures. An employee with a grievance is usually represented by a shop steward at the first stage. If the grievance remains unsettled, it is then normally taken up by the grievance committee. In some pro-

cedures a business agent or other union official may act on behalf of employees at one or another stage.

From the employer's standpoint, a grievance is usually first submitted to the employee's foreman; if not settled by the foreman the grievance then goes to either the division or works manager or, in some cases, the personnel manager; if still unsettled, it is then submitted to the highest officials of the company or to their designated representatives.

In 22 of the 25 agreements, provision is made for arbitration of disputes not settled through the grievance procedure. In several agreements, arbitration provisions are restricted to grievances arising out of the interpretation or application of the agreement, or stipulate that the arbitrator's decision will have to be in accordance with the terms of the agreement.

A majority of the agreements contain a clause prohibiting strikes and lockouts during the term of the agreement. Other agreements provide that in the event of a strike essential services will be maintained.

## Legal Decisions Affecting Labour

Supreme Court of Canada upholds validity of federal labour relations legislation. Manitoba court quashes board order holding a nursery business subject to vacation pay law. British Columbia court holds that an agreement reached during conciliation proceedings is binding

The Supreme Court of Canada, dealing with two questions referred to it by the Governor in Council, held that the Industrial Relations and Disputes Investigation Act is applicable to a group of stevedores in Toronto, and that the basic provisions of the Act are not beyond the legislative jurisdiction of Parliament. Stevedoring as carried on in the case in question was held to be an integral part of shipping operations.

The Manitoba Court of Queen's Bench held that it was appropriate to review by way of *certiorari* a decision of the Manitoba Labour Board as to the application of the Vacations with Pay Act to a Winnipeg firm, and held that the firm was engaged in market gardening and was therefore not subject to the Act.

In British Columbia the status of a memorandum of agreement between the Shipping Federation and a longshoreman's local was determined by the Supreme Court in a declaratory judgment.

### Supreme Court of Canada...

... finds I.R. & D.I. Act is applicable to certain stevedores and, in general, is valid legislation

The Governor General in Council, by Order in Council of November 18, 1954, referred to the Supreme Court of Canada the following questions of law for hearing and consideration:

- (1) Does the Industrial Relations and Disputes Investigation Act, Revised Statutes of Canada, 1952, Chapter 152, apply in respect of the employees in Toronto of the Eastern Canada Stevedoring Co., Ltd., employed upon or in connection with the operation of the work, undertaking or business of the company as hereinbefore described?
- (2) Is the Industrial Relations and Disputes Investigation Act, Revised Statutes of Canada, 1952, Chapter 152, *ultra vires* of the Parliament of Canada either in whole or in part and, if so, in what particular or particulars and to what extent?

The Supreme Court, in a judgment delivered June 28, answered yes to the first question and no to the second, qualifying the answer to the second by limiting it to the first 53 sections of the Act, which contain the substantive provisions of the Act regulating labour relations in the industries subject to the jurisdiction of Parliament. As no argument was presented as to the sections following Section 53, no judgment was given as to their validity.

Mr. Justice Locke, dissenting in part, would have held that the Act applied to the stevedores in the employ of the Eastern Canada Stevedoring Co., Ltd., but not to its office staff. As to the second question, he would have held that the Act was valid except as to employees engaged in shipping the activities of which are confined within the limits of a province or of which the principal part is so confined. Mr. Justice Rand would have answered no to the first question, holding that on the basis of the argument presented the activities of the company were not so closely annexed to shipping as to come within the federal power. Dealing with the second question, he held the Act valid.

The reference to the Supreme Court arose out of an attempt by the United Mine Workers of America (CCL) to obtain bargaining rights on behalf of employees of the Eastern Canada Stevedoring Co., Ltd., at Toronto who were already represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). In 1953 the Brotherhood, as the bargaining agent for a bargaining unit consisting of all employees of the Company in the port of Toronto except non-working

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



foremen, persons above the rank of foremen, office staff and security guards, was granted conciliation services by the federal Minister of Labour and subsequently entered into an agreement with the Company. On June 17, 1954, a further collective agreement was entered into by the Company and the Brotherhood. On June 15, 1954, the United Mine Workers of America applied to the Ontario Labour Relations Board for certification as the bargaining agent of the same employees, and the Board decided it had jurisdiction to hear the application for certification. The Brotherhood applied to the Supreme Court of Ontario for an order to prevent the Board from taking proceedings with respect to the application. The Attorney General for Ontario intervened and notified the Attorney General for Canada that the constitutional validity of the Industrial Relations and Disputes Investigation Act would be brought in question. The order of reference to the Supreme Court of Canada was then made in order to settle the dispute and obtain the opinion of the Court as to the jurisdiction of Parliament to enact the statute. The Attorney General for Canada, the Brotherhood and the Company contended that the Act is within the powers of Parliament, while the Attorneys General for Ontario, Quebec and Alberta, and the United Mine Workers of America submitted that it is *ultra vires*.

### Opinion of the Chief Justice

The Chief Justice, in his reasons for decision, set forth the relevant facts and circumstances recited in the order of reference. The Eastern Canada Stevedoring Co., Ltd., which was incorporated under the Companies Act of Canada, furnishes stevedoring and terminal services for certain shipping companies in several Canadian ports, including Toronto. In Toronto it owns Shed Number 10 and leases Shed Number 4 and during the navigation season in 1954—approximately April to November—its operations consisted exclusively of services rendered in connection with the loading and unloading of ships, pursuant to contracts with seven shipping companies to handle all loading and unloading of their ships arriving and departing during that season. All these ships were operated on regular schedules between ports in Canada and ports outside of Canada.

The Company's business in Toronto consists in rendering the following services. The Company on notification of the pending arrival of ships makes such preparations as are necessary for unloading and loading such ships, including the taking on of

necessary employees. It also receives delivery of cargo from the tailboards of trucks from railway car doors and holds it in its sheds for loading. With respect to unloading, when the ship has arrived, and been secured by its crew alongside the Company's sheds, the Company opens the hatches (if this is not done by the crew) and removes the cargo from the hold to the dock and there delivers it to consignees at the tailboards of trucks or at railway car doors or places the cargo in the Company's sheds. The cargo placed in the sheds is immediately, or during the next few days, delivered by the Company as required to the tailboards of trucks or to railway car doors. In these operations the Company uses the ship's winches and booms for raising and lowering the slings; it furnishes pallets necessary for lifting and piling the cargo and machines for towing and lifting cargo on the dock and in the sheds; and in cases of cargo too heavy for the ship's winches and booms it uses land cranes obtained by it. With respect to loading, the operations are substantially similar except that they are reversed, the last act of loading being the securing of the hatch covers if this is not done by the crew of the ship. In unloading the Company checks the cargo against the ship's manifest as it is unloaded and for loading it checks the cargo as it is received to assist in preparation of the ship's manifest.

In Toronto the Company has the following employees: officers, office staff, superintendents, foremen, longshoremen checkers and shedmen. The four last-mentioned groups are commonly referred to in the port of Toronto as "stevedores". During loading and unloading the Company has at the dock a management representative, superintendents and walking-bosses, and stevedores. The duties of these stevedores are as follows. The longshoremen work in gangs under the foremen. In unloading, some remove hatch covers if necessary and work in the hold to place the cargo in slings; some are winch operators and signalmen operating the ship's hoists; and some work on the dock to sort and pile cargo in the sheds except where immediate delivery is taken by the consignee or carrier. In loading the operation is reversed, the cargo being taken from the sheds and stowed in the hold by longshoremen whose last act is, if necessary, to secure the hatch covers and winches and booms. The shedmen in general deliver cargo from the sheds to the tailboards of trucks or to railway car doors or receive cargo at those points and place it in the sheds and sometimes re-arrange the cargo

in the sheds. The checkers check the incoming cargo against the ship's manifest and check outgoing cargo for preparation of the ship's manifest. The unloading and loading of a ship is performed under the direction and authority of the ship's officers. The orders of the ship's officers are given to the supervisory personnel of the Company who direct the work of the stevedores.

In dealing with the first question, the Chief Justice emphasized that the question was whether the Act applies in respect of the employees engaged in the undertaking described in the Order in Council, and that according to that description the Company's operations for the year 1954 "consisted *exclusively* of services rendered in connection with the loading and unloading of ships, pursuant to contracts with seven shipping companies to handle all loading and unloading of their ships arriving and departing during that season. All these ships were operated on regular schedules between ports in Canada and ports outside of Canada." It was unnecessary to consider the possibility of the Company engaging in other activities. The fact that the Company is an organization independent of the steamship companies with which it contracted did not, in his opinion, affect the matter and he said he found it difficult to distinguish these employees from those, engaged in similar work, employed directly by a shipping company whose ships ply between Canadian and foreign ports. The question whether employees of other independent organizations engaged in furnishing services are covered by the Act should be left until the occasion arises. He concluded that the employees of the Company in Toronto, as they were engaged in the year 1954, are part and parcel of works in relation to which the Parliament of Canada has exclusive jurisdiction to legislate.

In dealing with the second question, the Chief Justice examined Section 53 of the Act, which states that Part I applies in respect of employees who are employed "upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada," and which, without restricting "the generality of the foregoing," enumerates eight matters subject to that authority. He found these matters either referable to specific provisions of the British North America Act placing them under the exclusive legislative authority of Parliament or, in the case of air transportation and radio, that they had by judicial interpretation been so placed, with one reservation. This reservation was that "in some particulars a provincial legislature had

jurisdiction over ferries or ships plying between points within the limits of the province" and, therefore, Parliament does not in his opinion have exclusive jurisdiction in that field, but "questions may arise in connection with particular employees" because of Parliament's authority over navigation and shipping.

He did not accept the contention that the words "in connection with" are too broad, but said that the Act should not be construed to apply to employees who are employed at remote stages but only to those whose work is intimately connected with the work, undertaking or business.

#### Scope of "in connection with"

Each of the nine judges gave separate reasons for his answer. Several judges dealt with the scope of the words "in connection with". Mr. Justice Kellock said the words "are not to be construed in a remote sense but as limited to persons actually engaged in the operation of the work, undertaking or business which may be in question. Just what are the proper limits in this connection of the word 'employees' in the section must be left for determination in particular cases as they arise".

Mr. Justice Taschereau said the words must not be given too wide an application but that it is quite impossible to say in the abstract what is and what is not "in connection with". Each case must be dealt with separately.

Mr. Justice Cartwright said the words must be understood as meaning "connected in such manner with the operation of the work, undertaking or business referred to that the legislation contained in Part I of the Act when applied to the employees so described is in substance legislation in relation to the operation of such work, undertaking or business or necessarily incidental ... or truly ancillary ... thereto".

Mr. Justice Estey said that the words should be construed in association with the other language of the Act and so construed they would not include more "than that which would form an integral part or be necessarily incidental to the work, undertaking or business that was within the legislative competence of Parliament".

Mr. Justice Fauteux quoted from an English case *Lawson v. The Wallasey Local Board* LR 11 QBD 229 in which the expression "anything in connection with this contract" was held to mean anything "part of or necessarily connected with the contract". Under a like construction, consistent with the limiting feature in the governing phrase ("that is within the legislative authority of the Parliament of Canada")



the employment therein referred to would then be employment upon such work, undertaking or business that is within the legislative authority of the Parliament of Canada or *employment as to part of or necessarily connected with the operation of such work, undertaking or business.*

Mr. Justice Locke, who dissented from the majority to the extent of holding that office employees of the Eastern Stevedoring Co., Ltd., were not covered by the Act, did so on the ground that in his view the office staff in this situation were not employed upon or in connection with the work of shipping. "In connection with" should be construed as referring "to services rendered by employees which by their very nature and necessarily incidental to activities subject to the legislative control of Parliament such as the services of those operating the winches who, in this occupation, are included in the designation of stevedores."

Mr. Justice Rand found neither the office staff nor the stevedores engaged upon or in connection with shipping. He held the stevedoring operation not to be "truly ancillary" or "necessarily incidental" to shipping, to the extent necessary to remove provincial control over them as local operations. To do so would mean "an extension of dominion jurisdiction to the internal relations of an independent organization specializing in a limited function employed not as a permanently annexed or incorporated segment of dominion undertakings but as a local agency furnishing terminal services generally for which the steamship companies contract currently". The fact that the company's activity during 1954 was confined to certain steamship was not "a controlling circumstance". He mentioned examples of local services that might be provided to local as well as federal undertakings and made the point that a division of legislative authority would be hopelessly confused.

Must a general protective agency, because it serves banks, be treated in any degree in respect of labour relations as performing a service ancillary to banking? Would a general delivery service engaging with an express company to make local deliveries be drawn fractionally within the dominion orbit?

### Meaning of "navigation and shipping"

Reasons for holding that the work of stevedoring falls within "navigation and shipping" were set out in the judgment of Mr. Justice Kellock as follows:

In my opinion, this head of jurisdiction extends to all matters connected with a ship as an instrument of navigation and transport of cargo and passengers. The jurisdiction must extend to stowage and, in my

opinion, to loading and discharge also, which operations have been traditionally the responsibility of the ship and carried out under the direction of the master.

In Mr. Justice Taschereau's opinion, "regulation of employment of stevedores is an essential part of navigation and shipping and is essentially connected with the carrying on of the transportation by ship". In much the same terms Mr. Justice Abbott said that "it seems clear that the loading and unloading of ships (often referred to as stevedoring when done by men who are not members of the ship's crew) is an essential part of the transportation of foods by water".

In Mr. Justice Fauteux's view, stevedoring is an operation "part of or necessarily connected with" the operation of shipping.

In the opinion of Mr. Justice Cartwright, the actual operation of ships and the performance of such acts as are essential parts of transportation by ship fall within the words "navigation and shipping". Going on to speak of the specific case of the employees of the Eastern Stevedoring Company as they were employed in 1954 he said:

It is my opinion that Part I of the Act when applied to employees who are employed in the operation of the undertaking of the Company is legislation in relation to shipping and not merely legislation incidental or ancillary thereto. The actual loading and unloading of ships is, in my view, an integral part of shipping.

The same view was taken by Mr. Justice Estey:

That the work of stevedores is an integral part (of operation of lines of steam ships) would seem to follow from the fact that these lines of steam ships are engaged in the transportation of freight and the loading and unloading therefor, which would appear to be as necessary to the successful operation thereof as the embussing and debussing of passengers in the *Winner* case, *supra*. The loading would, therefore, be an integral part of the operation of these lines of steamships and, therefore, subject to the legislative jurisdiction of Parliament.

### Interprovincial Shipping

The question of the authority of Parliament to legislate concerning employees engaged upon or in connection with "transportation by ship anywhere in Canada" arose in consideration of the second question as to the validity of the Act. As noted above, the Chief Justice thought there was some limitation on the exclusive authority of Parliament with respect to intraprovincial shipping.

Mr. Justice Taschereau also considered that provincial jurisdiction over inland shipping "which is not always a federal concern" was not entirely excluded.

Mr. Justice Kellock held that there was jurisdiction left with the provincial legislatures with regard to purely local ferries, pointing out that at the time of Confederation the current understanding of a ferry was "the continuation of a public highway across a river or other water for the purpose of public traffic from the termination of the highway on the one side to its recommencement on the other side". He thought, therefore, that the jurisdiction of Parliament with regard to navigation and shipping was encroached upon only in respect of such matters as the granting of franchises, schedules, rates and control of traffic using a local ferry. Such matters as wages, hours of labour, and agreements relating to conditions of labour upon ships, whether operated in local or interprovincial or international waters, are in his opinion within the exclusive jurisdiction of Parliament.

Mr. Justice Cartwright took the view that the actual operation of ships and the performance of such acts as are essential parts of "transportation by ship" fall within the words "navigation and shipping" and so within the jurisdiction of Parliament even in the case of a purely intra-provincial line of ships.

Mr. Justice Estey held that whatever may be included under "navigation and shipping," the precise meaning of which is not easy to determine, applies equally whether the work, undertaking or business be otherwise subject to the legislative jurisdiction of either Parliament or a provincial legislature. He found it appropriate that Parliament should adopt comprehensive language to make it clear that its provisions apply to labour and labour relations in respect of navigation and shipping, whether the work, undertaking or business be inland or maritime, and to the operation of ships and transportation by ship anywhere in Canada.

Mr. Justice Abbott held that the combined effect of the references to shipping is to exclude from federal jurisdiction, except in such aspects as may relate to the navigation of the vessel, shipping which is purely local in character such as a ferry or a line of ships operating wholly within the limits of one province.

Mr. Justice Fauteux agreed with the view that there is no power in Parliament to deal with such local activities as exclusively intraprovincial shipping.

As indicated in his answer to Question 2, Mr. Justice Locke held that, with respect to undertakings of persons engaged in shipping activities confined within the limits

of a province or the main or principal part of whose undertakings are so confined, exclusive power to make laws in relation to the industrial relations between employers and those employed is in the province.

Mr. Justice Rand held that it would be an unwarranted encroachment on provincial powers to extend the scope of shipping to crews of vessels engaged in strictly local undertakings or services, including fishing fleets and craft engaged primarily in intra-provincial carriage.

### Property and Civil Rights

Several judges dealt specifically with the contention of those who opposed the validity of the Act that the subject matter of the legislation is within the ambit of "property and civil rights in the province," and "matters of a merely local or private nature in the province," listed under exclusive powers of provincial legislatures in Section 92. Mr. Justice Kellock said that if the legislation is authorized by any of the classes of subjects enumerated under the powers of Parliament in Section 91, Section 92 becomes inapplicable, notwithstanding that the subject matter of legislation inevitably affects matters otherwise within that section. Making the same point, Mr. Justice Cartwright quoted the words of Lord Atkin in *Proprietary Articles Trade Association v. Attorney-General for Canada* (1931) AC 310:

If then the legislation in question is authorized under one or other of the heads specifically enumerated in s. 91, it is not to the purpose to say that it affects property and civil rights in the provinces. Most of the specific subjects in s. 91 do affect property and civil rights but so far as the legislation of Parliament in pith and substance is operating within the enumerated powers there is constitutional authority to interfere with property and civil rights.

Mr. Justice Fauteux, also citing the *Proprietary Articles* case, went on to distinguish from the present case *Toronto Electric Commissioners v. Snider* (1925) AC 396 in which the earlier federal legislation dealing with investigation of disputes was declared *ultra vires*:

In *Toronto Electric Commissioners v. Snider* (*supra*), the statute considered, which was the predecessor to the Act, did, in a like matter and in a manner substantially similar, interfere with property and civil rights of employers and employees. There was, however, as to the application of the legislation, no limitation of a character such as the one found in the present Act. Ultimately, the question considered was whether this interference constituted the purpose of the legislation or was it merely incidental to other purposes within the legislative competence of Parliament. It being found that



neither the evidence adduced in the record nor the statute itself manifested any purpose other than the one indicated by the legal effect of its provisions, i.e., interference with property and civil rights, the legislation was declared *ultra vires*. Under the present legislation, however, the limitation, resting moreover in its essence formally on constitutional grounds, evidences a purpose other than the one indicated by the legal effect of its provisions, i.e., the promotion of peaceful labour operations in works, undertakings and businesses strictly within the legislative competence of Parliament. And while a like conclusion may not be reached in all of the cases where a similar pattern of legislative action is adopted, in the present matter I think that "the legislation of Parliament in pith and substance is operating within the enumerated powers" of Parliament.

### Question of Exclusive Jurisdiction

The opinion of each member of the Court clearly was that Parliament has authority to legislate concerning labour and labour relations in a limited field. That field was described by Mr. Justice Estey as those situations in which labour and labour relations are (a) an integral part of or necessarily incidental to the headings enumerated under s. 91; (b) in respect to Dominion Government employees; (c) in respect to works and undertakings under ss. 91(29) and 92(10); (d) in respect of works, undertakings or businesses in Canada but outside of any province.

The question whether, in the absence of legislation by Parliament, provincial legislation would be operative in respect to any of these undertakings which are of a local nature was commented on by some judges. It was pointed out by Mr. Justice Kellock that it was not necessary to consider the question, since in the present instance the field is occupied, but he cited authorities for the proposition that the power of Parliament to legislate with respect to the management of such undertakings was exclusive, and that there would be no room for provincial legislation on the same subject matter with relation to such an undertaking, whether the field had or had not been occupied. He found in the Act under question

a legislative pronouncement that each and every of the works, undertakings and businesses described in the lettered paragraphs are works, undertakings and businesses within the exclusive legislative jurisdiction of Parliament and their enumeration is not to restrict the generality of the works, undertakings or businesses within that legislative authority.

Mr. Justice Locke noted that although the opinion of Mr. Justice Duff in the *Hours of Work Reference* (1925) SCR 505, was to the effect that with respect to such undertakings provincial authority is unimpaired and unrestricted if there is no

federal legislation, this was to be contrasted with what was said by Lord Watson in *Union Colliery v. Bryden* (1899) AC 588, that the abstinence of the Dominion Parliament from legislating to the full limit of its powers could not have the effect of transferring to any provincial legislature the legislative power assigned to the Dominion by Section 91.

Mr. Justice Taschereau referred to the judgment of the Supreme Court in *Minimum Wage Act of Saskatchewan* (1948) SCR 248 in which it was held "that the wages of an employee of a Postal Service of Canada were within the exclusive legislative field of the Parliament of Canada, and that any encroachment by provincial legislation on that subject must be looked upon as being *ultra vires* whether or not Parliament has or has not dealt with the subject by legislation". *Reference re Validity of Industrial Relations and Disputes Investigation Act*, Supreme Court of Canada, June 28, 1955.

### Manitoba Court of Queen's Bench...

... quashes Labour Board ruling that nursery firm in Winnipeg was subject to Vacations with Pay Act

In a case relating to the Vacations with Pay Act in Manitoba, it was held by Mr. Justice Duval in the Court of Queen's Bench that a Winnipeg nursery business came within the meaning of market gardening and was excluded from the Act.

F. C. Pound Limited employed a man who claimed that according to the Vacations with Pay Act he was entitled to a vacation with pay. The Manitoba Labour Board, upon application of the employee, ruled that the business was subject to the terms of the Act and ordered the company to pay the employee two weeks' vacation wages. The Vacations with Pay Act applies to all employers and employees in every industry, business, trade and occupation excepting agriculture, ranching and market gardening.

The company applied for an order of *certiorari* to have the order of the Board reviewed and quashed on the ground that it is engaged in market gardening and is excepted from the Vacations with Pay Act and consequently the Board had no jurisdiction to make the order.

The facts as to the nature of the business were obtained by the court from an affidavit signed by the president of the company and filed the day before the hearing; the counsel for the Board was granted permission to cross-examine him on the affidavit as to the nature of the firm's business. On this

evidence, Mr. Justice Duval found that the applicant obtained letters patent under the Companies Act of Manitoba in 1946 for the purpose of carrying on the business of gardening and since that date has engaged in growing flowers, vegetables, flowering shrubs and ornamental trees. Prior to the incorporation of his firm, the president had been in the gardening and landscaping business for 40 years, and after the incorporation of the company continued to operate the business as before.

The company owned two properties, both located in the city of Winnipeg. The main one consisted of about one acre of land situated on Mulvey Avenue, which was in the city's suburbs when first acquired, and the second property, near the centre of the city, was operated mainly as a market outlet for sale of the company's product.

The company grows vegetables and flowers in flats for transplanting and also raises some vegetables such as cauliflowers, celery, lettuce and tomatoes to maturity but it is estimated that 90 per cent of them are sold for transplanting before maturity.

In addition the company imports many bulbs, raises them in its greenhouses and resells the plants. It also imports special flowering shrubs and trees which it grows and resells. During May and June in each year the company undertakes landscaping and, in connection with this business, sells its products. It is estimated also that 75 per cent of everything sold by the company is grown on its land or in its greenhouses and also one-third of its business is wholesale and two-thirds retail.

Mr. Justice Duval, in rendering judgment, held the operation came within the meaning of "market garden" and therefore was excluded from the Vacations with Pay Act.

In support of his decision he reviewed the dictionary meanings of the expression "farm", "market garden", "nursery" and a number of statutory definitions, as well as leading authorities.

He based his decision mainly on a judgment rendered by the Ontario Court of Appeal (1954) 1 DLR 82 dealing with the application of the Assessment Act to a nursery in Brampton, to the effect that occupation and use of land as a farm, market garden, or nursery is a question of fact and it is wholly immaterial how the person assessed in respect thereto describes or advertises his activities or to what trade association he belongs. He cannot avoid being automatically a florist if he raises and sells flowers and flowering plants, but it is illogical to say that he thereby ceases to

be a farmer, market gardener or nurseryman. Though it may be said that the chief or preponderating business of such a person is that of a florist, this does not mean necessarily that he does not occupy or use the land as a farm, market garden or nursery.

The expression market gardens or nursery grounds was also interpreted in *Purser v. Worthing Local Board of Health* (1887) 18 QBD 818, and in this case market garden and nursery ground were treated as synonymous terms and no reference was made to the method of sale. It is also well established that a market garden includes not only the growth of vegetables and fruits but also the growth of bulbs and flowers.

Summing up, Mr. Justice Duval said:

In my opinion the expression "market gardening" as used in sec. 3 of the Act in question does in effect clearly include the business carried on by the applicant herein. This expression is generally used to describe such business and I can find no case or dictionary definition that would indicate anything to the contrary.

As to the jurisdiction of the Manitoba Labour Board to determine if the Vacations with Pay Act did or did not apply, counsel for the Board presented the argument that in this case the Board had jurisdiction to determine the issue and that the finding of the Board is final and conclusive and not subject to review on *certiorari*.

Mr. Justice Duval pointed out that the jurisdiction of the Board to determine this question must be found in the provisions of Section 13 of the Vacations with Pay Act, which reads as follows:

13. (1) Where doubt arises respecting any matter to which this Act applies and in particular, and without restricting the generality of the foregoing, with respect to...

(c) the application of this Act or of any provision thereof to any person...

the matter may be referred by an employee or his employer to the board, and the board may make an order deciding the matter and where necessary directing the employer to pay vacation wages to an employee, or to grant him a vacation as herein provided, or both.

(2) An order of the board made under subsection (1) shall be final and conclusive and binding upon all persons affected thereby, and every person to whom the order applies shall obey it in accordance with its tenor.

The governing words in the section were, in his opinion, the italicized words above. He interpreted them to mean that if the Act applies, the board shall have the powers set out in Section 13. The application of the Act must be determined by the section dealing with application. If it were intended that the Board should have the



power to limit or enlarge its jurisdiction, these powers would be clearly and precisely stated in the Act.

A similar provision was considered by the Manitoba Court of Appeal in *Workmen's Compensation Act and CPR (L.G., 1950, p. 895)*. In that case the questions to determine were the following: whether the man was a "workman" within the meaning of the Act; and (2) whether the finding of the board that he was a workman was final and conclusive or whether the finding was subject to quashing by the court. Mr. Justice McPherson, Chief Justice of the Court of Appeal, in delivering the judgment of the full court found that the man was not a workman, and in considering the question whether the order of the board was final and conclusive, found that the board did not have jurisdiction and quashed the order.

Mr. Justice Duval quoted also from Lord Sumner's judgment in *Rex v. Nat Bell Liquors Ltd. (1922) 2 AC 128*, on a similar point: "While its decision (the board's) is final, if jurisdiction is established, the decision that its jurisdiction is established is open to examination on *certiorari* by a superior court."

He therefore found that the court had power to review the decision of the Manitoba Labour Board in this case, and that the finding that the applicant was not engaged in market gardening must be quashed, and the Board prohibited from making any order against this firm under the Vacations with Pay Act. *Re F.C. Pound Limited and Manitoba Labour Board (1955) 15 WWR 254*.

### Supreme Court of British Columbia...

...holds that memorandum of agreement is binding even if a formal agreement has not been signed

The president and secretary of Local 502 of the International Longshoremen's and Warehousemen's Union, suing on behalf of themselves and other officers and members of the union, obtained from the Supreme Court of British Columbia a declaration that an agreement was in effect between the Union and the Shipping Federation by reason of the memorandum of agreement entered into following conciliation proceedings, and that a provision relating to work on Saturday afternoons was included in it.

The Union and the Federation were parties to an agreement due to expire in the fall of 1953. On July 13, 1953, the Union notified the Federation that it wished to discuss certain proposed amendments to the collective agreement, includ-

ing wage rates. The parties were unsuccessful in negotiating an agreement, and a conciliation officer, and subsequently a conciliation board, were appointed under the Industrial Relations and Disputes Investigation Act. The conciliation board reported to the Minister of Labour in February 1954 (L.G., 1954, p. 549), setting out the difference between the parties at the conclusion of the board sittings and its recommendation in respect to each matter. After consideration of the board's recommendations, a memorandum of agreement was entered into between the Federation and the Union, which read in part as follows:

The Shipping Federation on the one hand and International Longshoremen's and Warehousemen's Union Locals 501, 502, 503 and 508 on the other hand hereby agree to accept, effective Monday, March 1, 1954, the recommendations of the Board of Conciliation, as follows:

1. That the deepsea longshore base rate of pay be increased by six cents per hour.

2. That overtime rates be paid for all work on Saturday mornings...

It is hereby further agreed between the Shipping Federation and International Longshoremen's and Warehousemen's Union Locals 501, 502, 503 and 508 that collective agreements be entered into between the parties to be effective for a period of one year and including March 1, 1954, through to and including February 28, 1955, incorporating the provisions of the existing agreements with the amendments set forth above...

Subsequently the Federation prepared an agreement purporting to be based on the memorandum of agreement. A clause from the previous agreement reading as follows was omitted:

10. (e) When men start, resume or continue work after 1:00 p.m. Saturday they shall receive not less than three hours' pay for any work done.

The Union claimed that this clause should be a part of the collective agreement and applied to the court for a declaration to that effect.

Mr. Justice McInnes, in giving his reasons for decision, said that the point for decision was whether the parties in signing the memorandum of agreement had come to a firm agreement, or whether it was a condition precedent to there being a final agreement between them that a formal collective agreement should be drawn up.

He found that the authorities on this point were to the effect that it is a question of construction whether the execution of the further contract is a condition of the bargain or whether it is a mere expression of the desire of the parties as to the manner in which the transaction already agreed to

will in fact go through. In the latter case there is a binding contract. On examining the memorandum of agreement in question, he found nowhere in it any expression that the agreement reached between the parties was subject to the preparation and execution of a formal collective agreement. He concluded that "this memorandum is clear upon its face and when read with Ex. 1 (the previous collective agreement), would without doubt constitute an effective agreement even if no formal contract were ever entered into".

It was contended by the Federation that in any case it was not necessary to insert the Clause 10(e) in the new collective agreement because of other provisions. Mr. Justice McInnes did not accept this contention. Without Clause 10(e), if a man had commenced working Saturday morning and was called back in the afternoon he would not be entitled to the minimum three hours' pay for the work done in the afternoon inasmuch as the time worked in the morning would be counted as part of the three hours.

His Lordship also referred in support of his decision to Section 38 of the Industrial Relations and Disputes Investigation Act which reads:

Where a Conciliation Board has been appointed and at any time before or after it has made its report, the parties so agree in writing, the recommendation of the Conciliation Board is binding on the parties and they shall give effect thereto.

There was a clear undertaking in the memorandum of agreement to give effect to certain of the board's recommendations and the Federation was therefore precluded by Section 38 from disputing that a collective agreement had been arrived at.

He held accordingly that the Union was entitled to the declaration asked for, and that there was and had been since March 1, 1954, a collective agreement in force between the Union and the Federation consisting of the terms of the previous collective agreement as modified by the memorandum of agreement, and that 10(e) of the previous collective agreement was a part of it and had been in full force and effect from March 1, 1954. His Lordship noted that the recommendation contained in the memorandum of agreement had in fact been accepted and acted upon since March 1, 1954. *Jackson and Cope v. Shipping Federation of British Columbia* 15 WWR 311.

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## Labour Legislation in Ontario, 1955

Attorney General authorized to appoint arbitrator to settle disputes between firefighters and municipal councils arising out of collective agreement. Trench safety Act amended. Services to disabled augmented

The Ontario Legislature, in session from February 8 to March 31, amended the legislation enacted in 1954 for the protection of workmen engaged in trench excavation, and made further provision under the Fire Departments Act for dealing with disputes concerning the carrying out of awards or agreements between firefighters and a municipal council. An Act was also passed setting out the practice to be followed in respect to remuneration of judges who serve as chairmen of conciliation boards or as arbitrators under statutory authority.

New social legislation, a Rehabilitation Services Act to come into force on proclamation, seeks to further the services now provided in the province for assisting handicapped persons to fit themselves for remunerative employment. Amendments were also made to the Workmen's Com-

pensation Act, the Mothers' Allowances Act, the Old Age Assistance Act and the Blind Persons' Allowances Act.

### Protection of Workers in Trenches

Several amendments were made to the Trench Excavators Protection Act after a year of operation in order to relax the requirements of the Act in certain special situations and to provide some additional safeguards for workmen in trenches.

The Act does not apply to trenches four feet deep or less, trenches where the work is done by the owner himself alone and those into which no person is required to enter. In addition, the Act will now not apply to "a part of a trench excavated for a pipe line or conduit if sections of the line or conduit are permanently assembled before being mechanically placed in the trench, and if the trench is mechanically back-filled".



Normally, before work is begun on a trench, the owner or contractor is required to notify the inspector of the name and address of the owner of the land and the contractor; the location of the proposed trench; the depth and width of the trench; the proposed date of commencing work; the name and address of the person who will be in charge of the work and now, in addition, the particulars as to the type and condition of the soil and the location of pipes, conduits or prior excavations in or adjacent to the proposed trench. The amendment provides, however, that excavation may take place for repairs to be made or to prevent injury to persons or damage to property without the necessity of first notifying an inspector provided that notice is given as soon as practicable.

The Act requires that, with certain exceptions, the sides of trenches more than four feet deep must be securely shored and timbered with good quality material to at least one foot above the top of the trench. Additional exemptions from this provision are now provided. Above-ground shoring may now be dispensed with on the permission of an inspector and shoring will no longer be required for trenches dug in hard soil so long as they do not exceed six feet in depth. A new section provides that where the shoring and timbering is to be removed on completion of the other work in a trench, the removal must be done by or under the personal supervision of a person experienced in removing shoring and timbering.

Only experienced persons were allowed to handle, transport, prepare or use dynamite or other high explosives but an amendment permits an inexperienced person to do so provided he works under the personal supervision of an experienced person.

The sections requiring trenches to be barricaded and marked by lighted lanterns or flares at night now apply only to trenches adjacent to a public or private way.

A number of additional safety precautions were added to the Act. The Act requires the person in charge to ensure that no harmful gases or fumes are present in the trench in such a degree as to endanger health; if fumes are present mechanical ventilation must be provided. The amendment provides that where mechanical ventilation is not sufficient to supply uncontaminated air for a person in a trench, protective respiratory equipment furnishing air from an uncontaminated source must be supplied.

The section prohibiting the placing of material near the trench was re-worded. It

now states that no tool, machinery, timber or other object may be placed or kept adjacent to a trench in a manner that may endanger the safety of a person in the trench. No excavated material must be placed within two feet of the edge of a trench.

No person may work alone in a trench exceeding 20 feet in depth at any time unless another is on duty outside the trench. This prohibition formerly applied only during periods of temporary shut-down.

### **Arbitration for Firefighters**

An amendment was made to the section of the Fire Departments Act which governs collective bargaining and arbitration of disputes between a municipal council and a bargaining committee of the full-time firefighters.

The amendment provides for the appointment of a single arbitrator to settle disputes arising out of a collective agreement or arbitration award. Where a difference arises between the parties relating to the interpretation, application or administration of a collective agreement, a decision or award of a board of arbitration, or where an allegation is made that the agreement or award has been violated, either party may, after exhausting any grievance procedure established in the agreement, notify the other party in writing of its desire to submit the difference to arbitration. If the parties do not agree on a single arbitrator within ten days, the Attorney General, on the request of either party, may appoint one. The arbitrator will hear and decide upon the points of difference between the parties or the alleged violation and will issue a decision which is final and binding on the parties.

### **Extra-judicial Services of Judges**

The Extra-judicial Services Remuneration Act provides that a judge may act as conciliator, arbitrator, referee or on a Commission of Inquiry under any Ontario statute or an agreement made under it.

The Act further provides that a judge is not to receive remuneration according to the terms of the statutory provision under which he is acting as a conciliator, arbitrator or referee, but that transportation and living allowances may be authorized by the Lieutenant-Governor in Council by general or special order.

The Act is effective from January 1, 1955.

### **Workmen's Compensation**

Two minor changes were made in the Workmen's Compensation Act. The scale of benefits established in 1953 was made

applicable to dependants of a workman whose death occurs after April 2, 1953. As enacted in 1953, the new scales were applicable only when the accident causing the workman's death occurred after April 2, 1953. The monthly allowance to a widow is \$75; to a child under 16, \$25; and to an orphan child, \$35.

The Act provides for the examination of the employer's books by a representative of the Board to ascertain whether or not the employer has furnished an accurate statement of his payroll or to determine whether an industry or person is under the Act. This section was amended to authorize the Board to apply *ex parte* to a judge of the county or district court for an order authorizing an officer of the Board and police officer assisting him to enter and search any building for the employer's books and seize the books for examination.

The Ontario Hurricane Relief Fund Act authorizes the Fund to enter into an agreement with the Workmen's Compensation Board to administer assistance to dependants of deceased victims of the hurricane of October 15 and 16, 1954.

The assistance will be paid from sums turned over by the Fund to the Board in amounts and under conditions provided for in the agreement and in the Workmen's Compensation Act.

If a disagreement arises between a dependant and the Board regarding the amount of the allowance or the continuation of the payments the matter is to be referred to the Attorney General, whose decision is final.

### Rehabilitation of the Disabled

The Rehabilitation Services Act, to come into force on proclamation, is a new Act for the provision of services to enable handicapped persons to engage in remunerative employment. It is similar in purpose to the Rehabilitation Act passed in Saskatchewan in 1953.

The Minister of Public Welfare, with the approval of the Lieutenant-Governor in Council, is authorized to enter into an agreement with the Government of Canada or with an approved organization for the purpose of providing rehabilitation services to handicapped persons. In moving second reading of the Bill, the Minister of Public Welfare explained that its primary purpose was to assist in carrying out and improving upon the existing services performed by independent organizations which are engaged in rehabilitation work.

Any handicapped person suffering a physical or mental impairment which substantially prevents him from engaging in

remunerative employment may apply for services under the Act. He must have lived in Ontario for one year immediately preceding the date of application and not be receiving a pension or allowance from the federal government for war services unless he is a dependant receiving a pension under the Pension Act (Canada). A person in receipt of workmen's compensation is not covered unless he is handicapped for reasons not attributable to the accident or disease for which he receives compensation or unless he is a dependant of a person in receipt of compensation.

A handicapped person may apply for rehabilitation services to a "local authority", which includes a public welfare administrator or commissioner, the clerk of a municipality, and a field worker of the Department of Public Welfare, or to a representative of an approved organization. The Director of the Disabled Persons' Allowances Branch and Rehabilitation Services of the Department of Public Welfare will receive the application and determine the eligibility of each applicant. If the applicant is eligible, the Director is to review the recommendations of the local authority or the representative of the approved organization and authorize the provision of rehabilitation. Where rehabilitation services are provided, the Act authorizes allowances to be paid to the handicapped person out of the Consolidated Revenue Fund in accordance with the regulations.

The Lieutenant-Governor in Council may make regulations for the proper administration of the Act. They may prescribe the kinds of rehabilitation services to be provided, the amounts that may be paid to or on behalf of persons receiving services, and various other matters in connection with the administration of the Act.

An advisory board may be established by the Lieutenant-Governor in Council to assist the Director, and an advisory committee of three or more persons to advise the Minister, respecting the development and provision of rehabilitation services. The Minister explained in the Legislature that it is proposed to set up a departmental committee representative of the Departments of Labour, Education, Health and Welfare, the four departments concerned with the well-being of handicapped persons.

### Allowances for the Disabled

A new Disabled Persons' Allowances Act was passed replacing the Act passed in 1952. The 1952 Act provided for assistance of up



to \$40 a month from the provincial Government to permanently and totally disabled residents of Ontario between 18 and 65 years. The Act was subsequently amended to enable the province to participate in the proposed joint federal-provincial program of financial assistance to the disabled and to enter into an agreement with the federal Government for that purpose. Since an agreement has now been made with the federal Government, the new Act sets out the administrative details of the joint program.

### **Mothers' Allowances**

Amendments were made to the Mothers' Allowances Act which will permit allowances to be paid in certain special circumstances in which allowances were not previously authorized.

A mother whose husband has deserted her or the child and has not been heard of for at least one year is eligible for an allowance. The amendments provide that when the deserting husband is found the Director of Mothers' Allowances may, in his discretion, continue payment of the allowance for a period of not more than three months. Previously the allowance ceased when the deserting husband was located.

An allowance is also payable to a mother whose husband is permanently unemployed by reason of mental or physical disability. By the amendment, in a case where, in the opinion of the Director, the husband may benefit from rehabilitation services under the Rehabilitation Services Act, the Director may recommend the husband for such services and continue payment of an

allowance to the mother for a period of not more than 12 months after the month following the one in which the husband begins to receive such services.

The Act stipulated that the mother must have been an Ontario resident for at least one year before applying for an allowance and must continue to reside in Ontario with her children in order to receive the allowance. The amendment now authorizes the Director to grant permission in writing to the mother to be absent from the province for compassionate or other satisfactory reasons up to a period of 92 days in the 12-month period preceding the return of the mother to Ontario.

### **Old Age Assistance and Blind Persons' Allowances**

Amendments were made to the Blind Persons' Allowances Act and the Old Age Assistance Act to authorize the Minister of Public Welfare to make supplemental agreements with the federal Government in order to amend the main agreement made under the Act. This amendment will enable the province to conform with the changes made in the federal Blind Persons Act at the 1955 session of Parliament, which lower the age limit for eligibility for an allowance from 21 to 18 years and increase the income ceilings.

### **Bill Not Passed**

A private member's Bill to amend the Labour Relations Act sought to require employers to institute the voluntary revocable check-off of union dues. The motion for second reading was defeated.

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## **Recent Regulations under Provincial Legislation**

Newfoundland issues new social assistance regulations. Saskatchewan increases mothers' allowances. Three provinces adopt federal Disabled Persons Regulations and two others revise their existing regulations

Regulations providing for financial and other assistance to needy persons in Newfoundland have been issued under the Social Assistance Act which came into force April 1.

Mothers' allowances in Saskatchewan have been increased by \$5 a month.

The Department of Labour in Quebec may now refuse the payment of fees and expenses in conciliation board meetings held after the expiration of the prescribed period.

Alberta has entered into an agreement with the federal Government to share the costs of medical examinations of disabled persons and has also published the forms to be used in making applications under its Disabled Persons' Pensions Act. The provinces of Alberta, New Brunswick and Newfoundland have adopted the federal Disabled Persons Regulations (L.G., Feb., p. 184). New Brunswick and Newfoundland also issued new regulations for the administration of their disabled persons'

allowances Acts; Saskatchewan and Ontario revised their existing regulations.

The revised federal Old Age Assistance Regulations and Blind Persons Regulations (L.G., March, p. 329), have been adopted as regulations under the provincial Acts of Alberta, British Columbia and Saskatchewan. All three provinces had adopted the earlier federal regulations. The regulations under the provincial Old Age Assistance Act and the provincial Blind Persons' Allowances Act in Saskatchewan were also revised.

### **Alberta Blind Persons Act**

The province of Alberta has amended its Blind Persons Regulations (L.G., 1952, p. 946) to adopt the revised federal regulations. The amendment was approved by O.C. 528-55, gazetted May 14 and became effective January 1, 1955.

### **Alberta Disabled Persons' Pensions Act**

The federal Disabled Persons Regulations were adopted as regulations under the Alberta Disabled Persons' Pensions Act by O.C. 484-55, gazetted May 14 and effective from January 1, 1955. The forms to be used in making applications were also gazetted May 14.

The government of Alberta has now entered into a second agreement with the Government of Canada regarding disabled persons' allowances. The first (L.G., May, p. 567) provided for the sharing of the cost of the monthly pensions. The second provides for sharing on a fifty-fifty basis certain costs incurred in the evaluation of disability conditions by means of special and review medical examinations. The agreement, retroactive to January 1, 1955, was authorized by O.C. 529-55, gazetted May 14.

### **Alberta Old Age Assistance Act**

The revised federal Old Age Assistance Regulations were adopted as regulations under the Alberta Old Age Assistance Act by an amendment to the provincial regulations (L.G., 1952, p. 946) which was approved by O.C. 527-55, gazetted May 14 and became effective January 1, 1955.

### **Alberta Supplementary Allowances Act**

Residence requirements were removed from the Alberta Supplementary Allowances Act (L.G., 1952, p. 1090) by an amendment this year which provided for the insertion of such requirements in the regulations.

An amendment to the regulations (L.G., July 1954, p. 1024) states that, as previously under the Act, supplementary allowances

may be granted to needy persons in receipt of old age security pensions, old age assistance or blind persons' allowances if they have resided in Alberta for the greater portion of the three years before they were awarded such pension, assistance or allowance. In the case of old age security recipients who have previously been in receipt of old age assistance or blind persons' allowances, it is now specified that the three years for residence purposes must precede the granting of the assistance or allowance.

A new provision permits the payment of supplementary allowances to persons who have lived in Alberta for two years following an absence from the province, provided that they have before that absence lived in Alberta for a period of 15 consecutive years or a total period of 25 years and that during that period they did not receive old age security pensions, old age assistance or blind persons' allowances. Persons who were awarded the pension, assistance or allowance while absent from the province and who remained outside Alberta during the five years immediately following the award are not eligible for a supplementary allowance.

The residence requirements in the regulations were approved by O.C. 432-55 of April 7, gazetted April 30 and effective from April 1, 1955.

### **British Columbia Blind Persons' Allowances Act**

The adoption of the revised federal Blind Persons Regulations in British Columbia was approved by an Order in Council of April 28, gazetted May 12 and effective January 1.

Regulations for the administration of the provincial Act were issued in 1952.

### **British Columbia Old Age Assistance Act**

The revised federal Old Age Assistance Regulations were adopted under the Old Age Assistance Act in British Columbia by an Order in Council of April 28, gazetted May 12 and effective January 1, 1955.

Provincial regulations were made under the authority of the British Columbia Act in 1952.

### **New Brunswick Disabled Persons Allowance Act**

In New Brunswick, regulations have been issued under the Disabled Persons Allowance Act enacted at this year's session of the legislature (L.G., July, p. 834).

One provision of the regulations states that the federal regulations (L.G., Feb., p. 184) are to be deemed part of the



provincial regulations. If inconsistencies arise, the federal regulations shall prevail.

The new regulations, approved by O.C. 55-322 on May 5 and gazetted May 18, delegate the administration of the Act to a three-member board, the Old Age and Blind Assistance Board. One of the members is to be designated as the Director of Disabled Persons Allowances. The regulations set out the duties of the Director and Board with respect to applications for allowances, investigations and payment of the monthly allowances.

### **Newfoundland Disabled Persons Act**

The first regulations under the Disabled Persons Act enacted in Newfoundland in 1954 (L.G., Nov. 1954, p. 1597) were made on May 17, gazetted May 25 and became effective April 1, 1955.

The regulations adopt the federal regulations as regulations under the Newfoundland Disabled Persons Act and set out the administrative procedure to be followed in examining applications and making payments.

The Act is administered by the Old Age Assistance Board. The regulations establish a Disability Review Committee to evaluate medical and social reports.

### **Newfoundland Social Assistance Act**

Regulations providing for assistance to needy persons in Newfoundland have been issued under the Social Assistance Act (L.G., Nov. 1954, p. 1597) which was proclaimed in force April 1. The Act authorizes allowances to mothers in need and to mentally or physically disabled persons who are unable to support themselves. It also authorizes social assistance wherever the Director of Social Assistance feels it is required.

The maximum basic annual allowance for food under the regulations is \$240 a year for an adult. This amount may be increased by \$120 for each additional adult and by \$60 for each child. "Child" means a dependent person under the age of 17 years or an incapacitated person under the age of 21 years. Allowances are to be paid in monthly instalments.

Supplementary allowances may be granted in cases of special need by the Minister of Public Welfare on the recommendation of a welfare officer. The basic annual allowances for food, rent, fuel and clothing granted in such cases may not exceed \$20 a month for rent in a rural community or \$30 in an urban area; half a ton of coal a month or the equivalent value in oil or wood for fuel during the winter months; \$24 a year for clothing for each child from one to five years of age, \$36 for each child

from six to sixteen years of age and \$60 for each person seventeen years of age or older.

An additional allowance of up to \$30 a month may be granted if it is considered necessary for the proper maintenance of a family because of illness, the age of the children, the lack of available resources in the community, special educational needs or other circumstances. In certain cases of need a boarding allowance may be granted in respect of individuals. This allowance may not exceed \$54 a month in the case of those who are ambulatory and \$69 a month in the case of those who are bedridden.

No adult or family is entitled to social assistance if his or their combined liquid assets is in excess of seven hundred and fifty dollars or if his or their real and personal property exceeds a net value of \$5,000 in a rural community or, in an urban community, a value that the Minister considers sufficient for proper maintenance. If the combined annual outside income of an adult or family receiving social assistance is more than \$360, the maximum annual allowance is to be reduced by the amount of the excess.

Assistance in kind may be granted by a welfare officer for periods of up to three months where in his opinion there is immediate need of social assistance, pending the granting of social assistance by the Minister. The food allowance in such cases is up to \$15 a month for one adult with an additional \$5 for each additional adult or child. The basic fuel allowance may be granted during this period, but shelter, clothing and other necessities may be provided for emergency needs only.

The new regulations, which were gazetted March 29 and became effective April 1, also set out the duties of the director, establish what is to be considered as income, the evidence which the Minister may require to be submitted before he will grant assistance, and the conditions under which an allowance will be paid or suspended.

### **Ontario Disabled Persons' Allowances Act**

The regulations under the Disabled Persons' Allowances Act in Ontario (L.G., 1952, p. 1107; Sept. 1954, p. 1306; April, p. 453) were replaced by regulations under O. Reg. 106/55 of June 2, gazetted June 18.

Some provisions of the earlier regulations dealing with exemptions and permissible incomes were incorporated into the new Act passed this year (see p. 962). Allowances are to be granted to the persons and under the conditions specified in the federal Disabled Persons Act and the regulations made under it. (L.G., Sept. 1954, p. 1295 and Feb., p. 184.)

Many of the provisions in the earlier provincial regulations have been omitted from the new ones, which supplement the federal regulations in their application to Ontario. The provincial regulations establish the forms to be used when applications are made and set out the powers and duties of investigators, local authorities and the advisory board.

### **Quebec Trade Disputes Act**

Regulations governing the payment of fees and travelling expenses of arbitration boards in Quebec have been amended to permit the Department of Labour to refuse the payment of fees and travelling expenses in respect of any meeting held more than three months after the appointment of the chairman or after the expiration of any longer period permitted by the Minister. The amendment was approved by O.C. 476 of May 5, gazetted May 14.

The regulations, issued in 1947, set out the amounts to be paid to chairmen and members of arbitration boards and witnesses. An amendment in 1954 dealing with disputes regarding grievances and the interpretation and application of a collective agreement required the parties concerned in any such arbitration case to pay all fees and expenses except those of the board chairman.

### **Saskatchewan Blind Persons' Allowances Act**

By O.C. 926/55 of April 29, the Government of Saskatchewan authorized the payment of blind persons' allowances as provided in the revised regulations under the federal Blind Persons Act. The Order in Council was gazetted May 13, effective April 1, 1955.

The regulations under the provincial Act were revised, with little change. The new regulations, approved by O.C. 870/55 of April 22, gazetted May 6 and effective April 1, 1955, follow the general pattern for welfare regulations in Saskatchewan. Duties formerly assigned to the Social Welfare board are now added to those of the Director of Public Assistance.

### **Saskatchewan Disabled Persons' Allowances Act**

The Disabled Persons' Allowances Regulations in Saskatchewan, approved last December by O.C. 2773/54 (L.G., Feb., p. 189), have been reissued with minor changes similar to those in the revised provincial Blind Persons' Allowances Regulations (see above). The revised regulations were issued under O.C. 872/55 of April 22, gazetted May 6 and effective January 1, 1955.

### **Saskatchewan Old Age Assistance Act**

Like Alberta and British Columbia (see above), Saskatchewan has adopted the revised federal regulations governing the payment of old age assistance. The amendment substituting the revised federal regulations for the previous ones was approved by O.C. 926/55 of April 29, gazetted May 13 and effective April 1, 1955.

The province also revised its own Old Age Assistance Regulations to conform with the standard pattern of the Saskatchewan welfare regulations and to remove references to the Social Welfare Board. Only minor changes were made in the revised regulations which were approved by O.C. 871/55 of April 22, gazetted May 6 and effective April 1, 1955.

### **Saskatchewan Social Aid Act**

The maximum allowances payable to needy mothers in Saskatchewan have been increased by \$60 a year by the revised Mothers' Allowance Regulations under the Social Aid Act, which were approved by O.C. 927/55 on April 29, gazetted May 13, and became effective April 1, 1955.

The allowances, which may be paid to a mother with one or more children who is a widow or in need of financial assistance for certain other reasons, now start at a maximum of \$480 a year for a mother with one child. They are increased by \$120 for a second child and \$60 for each successive child until the maximum of \$1,080 a year for a mother and 10 children is reached. The maximum annual allowable income, including the allowance, now ranges from \$1,020 to \$1,620. The regulations continue to provide for an additional \$120 in cases where an incapacitated father lives at home. A change in the regulations permits this additional amount to be paid also on behalf of an incapacitated father confined to a sanatorium or nursing home in the province.

As previously, the allowances, which are payable on behalf of dependent children under 16 years of age and incapacitated children under 21 years, may be paid on behalf of children between 16 and 18 years of age who are attending school. "School year" is defined in the revised regulations as a period from the first day of September of one year to the thirty-first day of August of the following year. It was announced by the Minister of Welfare that a mother of dependent children over 16 years may now receive the allowance during the months of July and August and until the end of the school term in which the children are 18, as long as they continue at

*(Continued on page 975)*



# Unemployment Insurance

## Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance benefit declined substantially in May. Statistics\* show total of 97,623 compared with 154,260 in April

Initial and renewal claims for unemployment insurance benefit declined substantially during May in comparison with the preceding month.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 97,623 claims were filed in local offices across Canada during May, as against 154,260 for April. During May 1954, initial and renewal claims totalled 113,427.

On May 31, a total of 209,739 ordinary claimants (156,899 males and 52,840 females) was recorded on the live register. This represents a considerable decline (approximately 109,000) from the 318,463 claimants registered on April 29, most of which was due to a decrease (104,000) in the number of male claimants. On May 31, 1954, ordinary claimants numbered 247,755 (192,078 males and 55,677 females). On May 31, 1955, the number of short-time claimants registered was 30,064, while those on temporary lay-off numbered 905.

Adjudications were recorded for 108,241 initial and renewal claims, and of these 83,953 were "entitlements to benefit". Of a total of 32,019 adjudications in the category of "not entitled" (this figure includes 7,731 disqualifications on revised and supplementary benefit claims), 13,738 were in respect of initial claims on which the basic contribution requirements were not fulfilled. Chief reasons for disqualification were: "voluntarily left employment without just cause", 5,477 cases; "not unemployed", 3,160 cases; and "not capable of and not available for work", 2,944 cases.

A total of 89,249 new beneficiaries was recorded for May, compared with 103,110 during April and 87,468 during May 1954.

During the month, a total of \$19,742,906 was paid in compensation for 6,302,107 days, compared with \$24,598,076 and 7,735,268 days in April and \$20,709,106 and 6,575,003 days during May 1954.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

The average number of beneficiaries per week was estimated at 251.2 thousand for May, compared with 348.4 thousand for April. For the week May 29-June 4, 1954, the number of beneficiaries was estimated at 246.2 thousand.

The average daily rate of benefit for the month of May was \$3.13, compared with \$3.18 for April. For May 1954 the average rate was \$3.15.

### Insurance Registrations

This year, the annual renewal of insurance books, which usually takes place during April and May, was deferred until June. Consequently, the usual statistics on the number of insurance books and contribution cards issued to employees is not available. Data will, however, again be available as from June 1.

### Enforcement Statistics

During May, 4,318 investigations were conducted by district investigators across Canada. Of these, 2,839 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,479 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 178 cases,† 34 against employers and 144 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 712.†

†These do not necessarily relate to the investigations conducted during this month.

\*See Tables E-1 to E-4 at back of book.

## Unemployment Insurance Fund

Revenue received in May totalled \$17,839,084.13, compared with \$17,824,336.88 in April and \$17,925,725.29 in May 1954. Benefit payments in May amounted to

\$19,999,190.90, compared with \$33,761,052.52 in April and \$21,119,423.19 in May 1954. The balance in the fund at May 31 was \$822,595,494.36. At April 30, there was a balance of \$824,755,601.13 and at May 31, 1954, of \$867,240,700.22.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CU-B 1157, June 7, 1955

**Summary of the Facts:** The claimant, who was married on October 9, 1954, filed an initial application for benefit on December 28, 1954, registered for employment as a packer of soda crackers, and stated that she had worked for Christie Brown and Company Limited, manufacturer of biscuits, Winnipeg, Man., as a packer (soda biscuit packer) from 1947 to November 27, 1954, but was on leave of absence until December 28, 1954. She also stated that while she was on leave of absence some of the employees had worked only one day a week and that she voluntarily left because she wanted more regular employment.

The employer reported that the claimant resigned to look after her mother, who was ill.

The insurance officer disqualified the claimant from receipt of benefit (a) from December 28, 1954, to January 8, 1955, on the ground that she had voluntarily left her employment without just cause within the meaning of Section 43(1) of the Act, and (b) from December 28, 1954, to October 9, 1956, on the ground that she had failed to prove that she could meet any one of the conditions stipulated in Benefit Regulation 5A.

On February 10, 1955, the claimant again registered for employment as a packer of soda crackers and filed a renewal application for benefit wherein she indicated the same employment as shown in her initial application of December 28, 1954. The insurance officer informed her that the disqualification previously imposed under Benefit Regulation 5A would remain in effect.

The claimant appealed to a court of referees and stated that the condition of her health had caused her to take leave

of absence from her work on several occasions during the last year and was a definite factor for leaving her employment. She submitted two medical certificates, dated February 9 and February 17, 1955, which read as follows:

February 9, 1955

(The claimant) has been under my care for several months on account of ill health. I have now advised her to return to work, but have also advised her to do only light work.

February 17, 1955

(The claimant) has been under my care since the latter part of November 1954. At that time she complained of fatigue and nervousness. On examination we found that she had a secondary anemia. I advised (the claimant) to obtain lighter work in order for her health to pick up. The latter part of December she was not able to carry on with her work because it exacted too much of her. She was losing weight and I again advised her to accept only light work.

(The claimant) is still under our care. She is still underweight and still moderately anemic.

The claimant appeared before the court of referees and was accompanied by her husband and a representative of Local No. 650, Retail, Wholesale and Department Store Union (CCL-CIO), of which she is a member. In giving evidence before the court, the claimant stated that she was off work for practically all of the month of July 1954 due to illness and spent five days in the hospital because of a nervous condition. She also stated that she was off work three days in October. The court noted that she was treated by her doctor in December 1954, at which time she was unemployed, and that apparently after her illness in July she was well enough to return to work. The court found that the claimant's illness did not arise out of, nor was it associated with, her employment. The court unanimously upheld the insurance officer's decision on both counts, on



the grounds that the claimant had voluntarily left her employment without just cause and that she was not entitled to be relieved of the disqualification imposed under Benefit Regulation 5A in that she had failed to prove that her voluntary separation was with just cause for reasons solely and directly connected with her employment.

The interested union appealed to the Umpire chiefly on the grounds that, while other reasons were given by the claimant for her separation, she was loath to inform her employer that ill-health was the main reason as she hoped to secure future employment with the company; that the medical evidence adduced showed that her health had deteriorated in 1954, but that she was capable of doing lighter work, "such as filing or) clerking", which would not be as strenuous as that of a packer of biscuits; that, if she had continued in her job, her health would have become further impaired and that, under the circumstances, she had legitimate cause for leaving her employment.

On behalf of the interested union, the Canadian Congress of Labour requested a hearing of the case before the Umpire, and it was held in Ottawa, Ont., on May 18, 1955. Those who attended and argued the case were Messrs. A.... of the said Congress, and S.... of the Unemployment Insurance Commission.

**Conclusions:** Section 43(1) of the Act provides that an insured person is disqualified from receiving benefit if he voluntarily leaves his employment without just cause. Benefit Regulation 5A stipulates, among other requirements, that a claimant who has been married less than two years at the time of her application for benefit, in addition to proving the fulfilment of the ordinary conditions of entitlement, must adduce satisfactory evidence that her separation from employment was in consequence of leaving voluntarily because she had just cause for reasons solely and directly connected with her employment.

According to the submissions, the claimant voluntarily left her employment because she wanted more regular work, or because she had to care for her mother, who was ill, or because it was considered that her work was injurious to her health.

Firstly, if the claimant left her employment because she wanted more regular work, she failed to show just cause in that, even though she apparently had reasonable facilities for seeking other work while retaining her existing employment, she failed to do so and, at the time of her

separation, also had no prospects of obtaining another job within a brief period of time.

Secondly, if she left her employment to look after her sick mother, she also failed to show just cause in that her mother's illness was not substantiated, and it was not established that, if the claimant's presence at home or elsewhere was absolutely necessary in this connection, the relinquishment of her employment was the only alternative.

Thirdly and lastly, if the claimant left her employment because it was considered that her work was injurious to her health, she failed to show just cause in that this new ground, when first disclosed to the local office, could no longer be held to constitute a new fact within the meaning, and for the purpose, of Section 66 of the Act. Her illness was a fact which obviously existed on the date on which she filed her initial application for benefit and, by her own admission, she was then fully aware of its existence, but failed to disclose it, and the reason which was advanced for not revealing it, namely, that she was loath to inform the employer because it might jeopardize her chances of securing future employment with him, was not acceptable. She knew, or should have known, that the filing of a claim for benefit is regarded as a personal matter between a claimant and the local office of the Commission, and that all the information which she might have submitted would have, at her request, been treated as confidential and, of course, not divulged to the employer.

Having found that the claimant left her employment without just cause within the meaning of Section 43(1) of the Act, there is no need for me to deal with the question of whether or not she had just cause for reasons solely and directly connected with her employment within the meaning of Benefit Regulation 5A.

The appeal is dismissed.

#### Decision CU-B 1158, June 7, 1955

**Summary of the Facts:** The claimant's case has been taken as a test case affecting an undetermined number of claimants. She filed a renewal application for benefit on December 30, 1954, and stated that she had last worked for L. & S. Electric Manufacturing Company, Winnipeg, Man., as an assembler at a wage of \$1.04 an hour from May 11, 1954, to December 8, 1954, when she lost her employment because of a "labour dispute". She was previously employed by the said company from November 30, 1953, to March 19, 1954, when she was laid off due to a shortage of work.

The employer reported: "Employee went on strike December 9, 1954, and was subsequently discharged."

According to the submissions, the L. & S. Electric Manufacturing Company had a bargaining agreement with Local 4199 of the United Steelworkers of America which was due to expire on August 31, 1954, or on such later date as it was replaced by a new agreement. During the month of June 1954, Local 4199 began negotiating with the company for a new agreement. There appears to be conflicting information as to the questions in dispute. The employer stated that they were in connection with his refusal to agree to (a) the Rand Formula (check-off of union dues) and (b) a closed union shop; whereas the union stated that it was asking for higher wages, better working conditions and the application of the Rand Formula and that a closed shop was not an issue. According to the union, the employer had reduced the working hours at the plant from 42½ to 40 a week without consulting the union, and it was asking for higher wages to compensate for the shorter working week. As negotiations dragged on and no settlement was reached, the employer informed the union that, as far as he was concerned, there was no contract between the two parties after August 31, 1954, with the result that on December 1, 1954, the union voted to take strike action. The union struck at 8.00 a.m. on December 9, 1954, and set up picket lines.

There is also some contradiction as to the number of employees involved in the strike. The union stated that forty-nine union members went on strike while seven remained at work whereas the employer stated that forty-one union members went on strike and twenty-two continued to work.

On December 14, 1954, there were reports that the employer was hiring new employees to replace those who were on strike. The union informed the local office that, on the evening of December 29, 1954, it was told by the manager of the company that he had recruited some forty new employees and as a consequence the company would no longer require the services of the forty-one who were on strike. At that time, the manager estimated production at 60 per cent or better of the company's normal output. The union also stated to the local office that it proposed to withdraw the picket lines and advise the striking members to file claims for unemployment insurance benefit as a resumption of work must be assumed to have taken place.

On January 6, 1955, the insurance officer notified the claimant that she was disqualified from receipt of benefit from December 30, 1954, for so long as the stoppage of work continued (Section 41(1) of the Act).

The claimant appealed to a court of referees and the case was heard in Winnipeg, Man., on January 28, 1955. Those who attended the hearing were the claimant, two representatives of the union and one of the owners of the company. The unanimous decision of the court reads in part as follows:

(The claimant) advises that, on her attending at the plant on the morning of 9 December, she was faced with a picket line, and was advised that a strike was in progress. Some seven or eight classes of employees had decided to go on strike. She made no effort to break through the picket line, although certain employees were on duty in the plant, even though a picket line existed outside.

(The claimant) states that she, as one of the union members, went on strike. By reason of the fact that she is a union member, paying dues, she has on her own statement financed the dispute. In a direct question as to whether or not she is directly interested in the dispute or the outcome of it, she states that she definitely is.

This Court is advised by (the claimant) that the picket line is still in existence and that she was personally in the picket line on Tuesday of this week, and as a result contracted a cold.

In the circumstances, this Court is of the unanimous opinion that the claimant lost her employment by reason of a stoppage of work due to a labour dispute and this claimant is therefore not entitled to be relieved from the disqualification imposed under Section 41 of the Unemployment Insurance Act, from 30 December, 1954, to 14 January, 1955, inclusive.

The interested union, on February 4, 1955, appealed to the Umpire on the following grounds:

- (1) That we admit that a legal strike took place on December 9, 1954.
- (2) That 39 (thirty-nine) people were involved in this stoppage of work out of approximately 51.
- (3) That on December 10, 1954, each and everyone of the employees that were out on strike was told by registered letter that they were through and that their cheques and Insurance Books were sent to them.
- (4) That on December 30, 1954, a number of ex-employees made application for unemployment insurance as test cases.
- (5) That a hearing of the Court of Referees was held in Winnipeg on the 28 of January, 1955, where all parties were present, including the employer.
- (6) That the employer was asked the question by the Insurance Officer "When did your plant reach 85 per cent or better production?" Answer by the employer "About the beginning of January." When asked to be more



specific, the employer said around the 4 of January. In spite of this type of evidence the claim was disallowed and no consideration was given to the evidence that the employer hired fresh employees and at the beginning of January they were in full production.

For the above named reasons this Union wishes to appeal the decision of the Court of Referees and it is our contention that the Court of Referees erred by not taking cognizance of the fact that the plant employed a new group of employees along with some of the employees who did not come out on strike and were at 85 per cent production by, according to the employer's submission, the 4 of January.

In view of the fact that the union, in its appeal to the Umpire, had made reference to a statement which one of the owners of the company allegedly had made to the court, namely, that the plant had reached 85 per cent or more of its normal production by January 4, 1955, the chief claims officer wrote to the regional claims officer on February 16, 1955, requesting that the chairman of the court be asked to comment on the authenticity of such statement. The chairman of the court, in a memorandum to the regional claims officer dated March 9, 1955, stated in part:

...So far as I as Chairman am concerned, I took (the owner's) evidence with some reluctance because I am of the opinion that his answers were not as conclusive as they might have been. On the other hand, I am inclined to disbelieve some of the statements which he made.

(The owner) did state, according to my notes, that as of 4 January, 1955, 85 per cent of the normal staff had returned to work and the plant was, therefore, on 85 per cent of its original production. I, of course, have the privilege of accepting this evidence in the spirit in which it is given, or decline to believe it, and I am inclined toward the latter conclusion.

On further reviewing my notes, I find in part of the evidence given by Mr. .... who represented the claimant, ...he states that 39 of the employees had been fired by the management and further that 40 of the employees were working in spite of the strike.

In view of this differential of workers and non-workers, I cannot see nor do I agree with the management of the plant when it states that production was up to 85 per cent of normal.

In addition, in a memorandum dated March 11, the clerk of the court commented in part:

...The employer was questioned as to the date on which his plant had reached 85 per cent of normal production and the date on which 85 per cent of the normal staff had been re-employed or new staff hired. In answer to both questions the employer stated he *thought* it was *about* 4 January or 5 January 1955. This answer was both vague and inconclusive.

The Court considered all the evidence very carefully and unanimously agreed there was

no evidence submitted on which to disturb the decision of the RCO that the work stoppage had ended on 14 January 1955. The Court was of the opinion that the RCO had thoroughly investigated the circumstances in this labour dispute and had specific information on which to base his finding.

The Canadian Congress of Labour, on behalf of the interested union, requested a hearing of the case before the Umpire and it was held in Ottawa, Ont., on May 18, 1955. Those who attended and argued the case were Messrs. A.... of the said Congress and S.... of the Unemployment Insurance Commission.

**Conclusions:** It was mutually agreed, at the hearing before me, that the submissions satisfactorily showed that the claimant had lost her employment by reason of a stoppage of work due to a labour dispute at the premises at which she was employed and, therefore, had been rightly disqualified under Section 41 of the Act. The union's representative, however, contended that, contrary to the decision of the insurance officer, which was unanimously upheld by the court of referees, the stoppage of work should be considered to have ceased on a date earlier than January 14, 1955. With this contention I also agree.

Regardless of the date of the settlement of a labour dispute, the stoppage of work comes to an end when there is a general, or at least a substantial, resumption of work. In this connection, I said in decision CU-B 827:

To determine whether there was a substantial resumption of work, the Umpire, in some cases, has used as a guide the quota of production whereas in other cases he has considered the percentage of the employees back at work. In none of the cases dealt with in the past under Section 39 (now 41) was a resumption of work deemed to have taken place unless the production or the number of employees back at work had reached 85 per cent in either test.

I could have added that, for precisely the same reason that the numbers affected by a stoppage, as a general rule, cannot be taken as the sole and absolute criterion of whether it is appreciable, the number of employees at work after the commencement of the stoppage cannot be regarded as the main factor in determining whether the resumption is substantial. The decisive factor, therefore, is the amount of production which is reached after the beginning of the stoppage. If this essential distinction is not kept in mind when adjudicating on a case where regular employees in considerable numbers have been replaced

(Continued on page 975)

# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during June

### Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 238 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 79 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Northern Affairs and National Resources.....	1	\$ 34,490.00
Post Office .....	13	151,304.22
R.C.M.P. ....	9	62,364.36

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during June

During June the sum of \$333.48 was collected from four employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the four employees concerned.

## Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Gander Nfld:* Terminal Construction Co Ltd, site improvements. *Halifax N S:* Gunite & Waterproofing Division of Geocon Ltd, exterior painting of apartment bldgs. *Camp Gagetown N B:* Diamond Construction Co Ltd, construction of ground services. *Montreal Que:* Saurette & Freres, \*exterior painting; Planned Renovators Co, exterior painting; Laurentian Paint, exterior painting. *Ajax Ont:* Miller Paving Ltd, construction of asphalt parking lots at Commercial Centre. *Camp Borden Ont:* Louis Donolo (Ontario) Ltd, construction of school extension. *Petawawa Ont:*

Borgstrom Bros Ltd, site improvement & planting; Louis Donolo (Ontario) Ltd, construction of apartment units & services. *Renfrew Ont:* G James & Son, site improvement & planting. *Winnipeg Man:* Oswald Decorating Co, exterior painting of houses; P Pallas, exterior painting of houses. *Lloydminster Sask:* C M Miners Construction Co, \*repair of foundation walls & basement floors. *Saskatoon Sask:* E Sikorski, \*repair of foundation walls & basement floors. *Cold Lake Alta:* Poole Construction Co Ltd, construction of housing units & ground services.

### Defence Construction (1951) Limited

*Bedford Basin N S:* Fundy Construction Co Ltd, rehabilitation of heat distribution system. *Dartmouth N S:* Foundation Maritime Ltd, construction of officers' quarters bldg, RCN Air Station. *Greenwood N S:* The Steel Co of Canada Ltd, construction of security fencing, RCAF Station. *Camp Gagetown N B:* Modern Construction Ltd, construction of training area road & tank tracks; Byers Construction Co Ltd, construction of central heating plant. *Bouchard Que:* Jean Chauret, supply & installation of lightning protection system. *Ville La Salle Que:* Connolly & Twizell Ltd, supply & installation of additional ancillary equipment & piping. *Angus Ont:* H J McFarland Construction Co Ltd, installation of fire protection water mains & hydrants. *Hagersville Ont:* Combustion Engineering-Superheater Ltd, supply & installation of pump; Langan's Welding & Iron Works Ltd, supply & erection of tank. *London Ont:* The Public Utilities Commission, \*construction of temporary electrical

sub-station bldg, sergeants' quarters, Wolseley Barracks. *Petawawa Ont:* Reg H Steen Ltd, installation of steam distribution system; M Sullivan & Son Ltd, construction of sub-station bldg, sergeants' quarters. *Trenton Ont:* St Lawrence Contracting Co Ltd, alterations & additions to control tower, RCAF Station. *Rivers Man:* Dominion Steel & Coal Corp, supply & erection of security & perimeter fencing, RCAF Station. *Namao Alta:* A I M Steel Products Division, supply & erection of chain link fence, RCAF supply depot; Albi Applicators Ltd, application of fire retardant material on surfaces of all structural steel components, standard maintenance hangar & workshop. *Comox B C:* Albi Applicators Ltd, application of fire retardant material over surfaces of structural steel components, RCAF standard maintenance hangar & workshops. *Esquimalt B C:* G H Wheaton Ltd, construction of bulk storage bldg.

### Building and Maintenance

*Halifax N S:* Fundy Construction Co Ltd, alterations to naval garage. *Ottawa Ont:* Shore & Horwitz Construction Co Ltd, floor drains & concrete floor, Beach Bldg. *Picton Ont:* H J McFarland Construction Co Ltd, runway & tarmac repairs, RCAF Station. *Trenton Ont:* Borgstrom Bros Ltd, clearing, grading, seeding, fire-breaks, etc for explosive storage bldgs & area, RCAF Station. *Fort Churchill Man:* Cotter Bros Ltd, installation of primary cable to G & J areas.

## Department of Defence Production

*Halifax N S*: Alex L Grant, interior painting of bldg, HMCS *Stadacona*. *Centralia Ont*: Arthur Hall, interior painting of bldgs, RCAF Station. *Orangeville Ont*: Colt Contracting Co Ltd, alterations to Armouries. *Trenton Ont*: Willard & Bluj, interior redecoration of bldgs, RCAF Station. *Portage la Prairie Man*: Tallman Construction Co Ltd, repairs to road, RCAF Station. *Winnipeg Man*: Bird Construction Co Ltd, overhaul of heating

system, HMCS "Chippawa"; A M Tallman, asphalt paving, RCAF Station; Universal Construction Co Ltd, bldg repair, RCAF Station. *Dundurn Sask*: Canadian Rogers Western Ltd, installation of steam exhaust hoods & dish tables, Military Camp. *Saskatoon Sask*: Terminal Construction (Canada) Ltd, traversing of explosive stores, RCAF Station. *Esquimalt B C*: Parfitt Construction Co Ltd, \*additions to bldg, HMC Dockyard. *Sea Island B C*: Smith & Co, asphalt paving, RCAF Station.

## Department of Fisheries

*Naden Falls B C*: Horie & Tynan Construction Ltd, construction of fishways. *Skutz Falls B C*: Cowichan Housing Ltd, construction of fishways.

## National Harbours Board

*Halifax Harbour N S*: R S Allen Ltd, demolition of pier 4. *Churchill Harbour Man*: Shumacher-MacKenzie Ltd, installation of intercommunicating telephone system in grain elevator.

## National Research Council

*Ottawa Ont*: John Thompson-Leonard Ltd, supply & erection of steam generating unit, Montreal Road Laboratories. *Norman Wells N W T*: Tower Co Ltd, construction of two prefabricated bldgs.

## Department of Northern Affairs and National Resources

*Fort Anne National Historic Park N S*: Fred W Beattie, construction of custodian's residence. *Riding Mountain National Park Man*: Arseny Sadowy, construction of warden's residence, Lake Audy. *Prince Albert National Park Sask*: John Eskes, construction of semi-detached residence at Waskesiu Townsite. *Elk Island National Park Alta*: Watson (Toefield) Ltd, construction of semi-detached housing unit, warden's residence & registration bldg.

## Department of Public Works

*Lawn Nfld*: Avalon Dredging Ltd, \*dredging. *Cheggoggin Point N S*: Seaboard Construction Ltd, breakwater extension. *Dingwall N S*: J P Porter Co Ltd, \*dredging. *Fox Point N S*: Walker & Hall Ltd, construction of breakwater wharf. *Kelly's Cove N S*: Seaboard Construction Ltd, harbour improvements. *Inverness N S*: Campbell & McIsaac, \*dredging. *Mahone Bay N S*: R A Douglas Ltd, harbour improvements. *Moser's Cove (Sober Island) N S*: Seaboard Construction Ltd, breakwater reconstruction. *Caissie's Cape N B*: Diamond Construction Co Ltd, pier replacement & extension. *Aurigny Que*: Marcel Cauvier & J E Keays, breakwater extension. *Baie Comeau Que*: J P Porter Co Ltd, \*dredging. *Causapschal Que*: Dieppe Construction Inc, erection of public bldg. *Indian Cove Que*: Beaudin & Couture, construction of landing wharf. *Isle Verte Que*: Roland Morin, construction of transmission line & installation of lighting system on wharf & approach. *Montreal Que*: Charles Duranceau Ltd, construction of Lachine Postal Station.

*New Carlisle (Marsh Creek) Que*: Irene Verreault, \*dredging. *Rimouski Que*: Almo Paving Co, surface repairs to west wharf. *Riviere au Renard Que*: Emile Cloutier, wharf repairs & enlargement. *Ste Anne de Beaupre Que*: Joseph Gagnon, bituminous pavement. *St. Joachim (Riviere Blondelle) Que*: Philippe Cote, construction of wharf. *St. Zotique Que*: Theode Robidoux, \*dredging. *Sault-au-Mouton Que*: Rosario Lapointe, construction of wharf. *Burk's Falls Ont*: Holly Blair, repairs & improvements, public bldg. *Chippewa Park Ont*: Robert Murray, wharf repairs. *Fort William Ont*: Consolidated Dredging Ltd, \*dredging. *Goderich Ont*: Intrusion-Prepakt Ltd, repairs to harbour works. *Hamilton Ont*: Frid Construction Co Ltd, harbour improvements (H H C Marine Dock). *Nipigon Ont*: M S McCullough & Frank Atwill, wharf repairs. *Ottawa Ont*: Argo Construction Ltd, construction of central warehouse, National Research Council, Montreal Road. *Penetanguishene Ont*: Towland Construction Co Ltd, paving of parking area behind Government wharf. *Port Credit Ont*: Russell Construction Ltd,



harbour improvements (outer harbour—stage 1). *Port Stanley Ont*: Cementation Co (Canada) Ltd, harbour repairs & improvements. *Toronto Ont*: Mathews Conveyer Co Ltd, installation of conveyors, glaciés & distributors for mail order parcels, Postal Terminal "A". *Winnipeg Man*: Bird Construction Co Ltd, extensions to Deer Lodge Hospital; Foundation Co of Canada Ltd, construction of Science Service Laboratory. *Kipling Sask*: Kipling Bldg Supplies & Millwork, construction of Post Office bldg. *Goodfish Lake Alta & Fort Good Hope N W T*: C R Frost Co Ltd, supply & installation of plumbing

facilities in nursing stations. *Delkatta Slough, Skeena, B C*: Victoria Pile Driving Co Ltd, \*dredging & floats. *Douglas B C*: Beaver Construction Co Ltd, additions & alterations to Canada Immigration Bldg. *Madeira Park B C*: Charles Latimer Construction Co Ltd, reconstruction of approach & wharfhead. *Vancouver B C*: B C Marine Engineers & Shipbuilders Ltd, \*overhaul of dredge "PWD No 305"; Burrard Dry Dock Co Ltd, \*overhaul of Dredge "PWD No 303"; Dominion Bridge Co Ltd, \*construction of 5,000 ft of 20' discharge pipe. *Yellowknife N W T*: C H Whitham Ltd, erection of public bldg.

### Department of Transport

*Gander Nfld*: North Shore Construction Co Ltd, construction of water mains. *Baccaro Point N S*: P E & L E Armstrong, construction of dwelling. *Bon Portage N S*: Central Construction Co, construction of dwelling. *Canso N S*: Maritime Bldrs Ltd, construction of service bldgs. *Peases Island N S*: P E & L E Armstrong, construction of dwelling. *Bicquette Island Que*: Verreault & Cie Enrg, construction of dwellings. *Cawee Island Que*: Marcel Cuvier & J E Keays, construction of dwelling & light tower. *Dorval Que*: J R Robillard, alterations to Domestic Terminal Bldg. *Allenburgh &*

*Welland Ont*: Bedford Construction Co Ltd, painting bridges Nos 11 & 13. *Sault Ste Marie Ont*: Intrusion-Prepakt Ltd, repairs to northeast entrance pier. *Thorold Ont*: Wm J MacDonald, painting bridges Nos 7 & 9. *Regina Sask*: Bird Construction Co Ltd, addition to equipment bldgs, ILS facilities. *Comox B C*: Marwell Construction Co Ltd, additional airport development. *Prince George B C*: Dawson, Wade & Co Ltd, & B C Bridge & Dredging Co Ltd, additional airport development. *Frobisher Bay, Baffin, N W T*: Tower Co Ltd, prefabrication & erection of rawinsonde tower, etc.

### Recent Regulations

(Continued from page 966)

school, so that they will not be prevented from obtaining health and dental services during the summer holiday.

Like other types of public assistance such as old age or blind pensions, disabled persons' allowances are to be considered as income for the purposes of these regulations. Alimony or maintenance payable under a court order is also included as income, but the Director now has discretion to declare the amount awarded to be totally or partially uncollectable where he is satisfied that a reasonable effort has been made to collect it without success.

Most of the provisions of the earlier regulations (L.G., 1953, p. 1350) remain the same but have been reworded and rearranged to conform with other public assistance regulations such as the Supplemental Allowance Regulations (L.G., June, p. 683). Among the new provisions is a section setting out the duties of a committee established to investigate applications for an allowance which include that of an incapacitated father and child.

The duties of the Director of Public Assistance now include duties formerly assigned to the Social Welfare Board.

### Decisions of Umpire

(Continued from page 971)

by an equal or greater number of new workmen of lesser efficiency, there is a danger that what appears to be on the surface a substantial resumption of work may in reality be not so.

In this case, however, the statement which was made by the employer at the hearing before the court of referees is to the effect that, as of January 4, 1955, his plant had reached 85 per cent of normal production and that those at work in his plant on that date equalled 85 per cent of his normal staff. This statement is not substantiated, but inasmuch as the verbatim evidence given before the court of referees was not recorded and no definite or plausible reason was advanced by the court or the insurance officer for disbelieving it, I am bound to consider that such statement was made in good faith and, therefore, must now be accepted.

The appeal is allowed to the extent that the stoppage of work shall be deemed to have terminated as of midnight on January 3, 1955.

# Wages, Hours and Working Conditions

## Wage Rates for Labourers in Manufacturing, October 1954

Wage rates for labourers in manufacturing industry generally increased between October 1953 and October 1954. Wide range of rates is found across Canada with averages highest in Ontario and British Columbia

Wage rates for labourers in manufacturing generally increased in the period October 1953 to October 1954 (see table). The averages are based on data obtained from the annual survey of wage rates in Canada conducted in October of each year by the Economics and Research Branch, Department of Labour. The statistics apply to male labourers only.

In terms of averages, wage rates for labourers are highest in British Columbia and Ontario, but even within these provinces local differences in wage levels are substantial and many centres in the Atlantic Provinces, Quebec, and the Prairie Provinces have rates that exceed those of communities in the two high-wage provinces.

For purposes of this article, a labourer is a worker who performs one or a variety of heavy or light manual duties which can be learned in a short period of time and which require a minimum of independent judgment. Only those whose duties are too general to be classified otherwise are included in this occupation. Workers who are on incentive wage systems are not classified as labourers. However, workers who are holding production jobs, as well as those on maintenance and non-production jobs, may be classified as labourers, depending upon the duties performed.

Analysis of the table points up the wide variation in wage rates of labourers in manufacturing across Canada. A partial explanation of this lies in the fairly pronounced regional and local differentials that exist within most of the component industries. A second factor is that the differentials that exist between the component industries can have a marked effect on the averages in particular centres, depending on the degree of concentration of high-wage or low-wage industries.

The study reveals that wage rates for labourers in the smaller centres are frequently higher than in the major centres. For instance, the October 1954 Montreal rate is exceeded by three of the six centres shown for Quebec. The October 1954 Toronto average is even lower than the Ontario average. This suggests that the average wage rate for labourers in the larger centres where there is diversification of industry is not seriously affected by the level of wages prevailing in a particular industry or establishment.

However, in the smaller centres where one industry or establishment predominates, the average is greatly affected by the wage rates paid in that industry or establishment. In Sydney, Hamilton, and Welland, the high wage scales of the primary steel concerns raise local wage rate averages for labourers well above those for most other cities of comparable size in Nova Scotia and Ontario. In Trois Rivières, Cornwall, and Thorold, the pulp and paper industry is the largest employer of labourers and thus exerts a great influence on the pattern of wages for unskilled labour. In Kitchener and Saskatoon, the meat packing industry plays an important role in determining local wage levels for labourers.

The chief factor responsible for movements in the average wage rates of labourers from year to year is changes in actual straight-time rates being paid. However, other factors may affect the averages. Some of these are employment shifts, changes in coverage and in reporting methods, and individual adjustments in rates owing to merit or service.



# WAGE RATES FOR LABOURERS IN MANUFACTURING, 1953 AND 1954

Note: The average wage rates for Canada and for the provinces are derived from many centers in addition to those shown in the table.

While changes in the averages are mostly due to structural changes in wage rates, minor fluctuations can be caused by changes in the employment distribution of labourers in the establishments, cities, and provinces, and also by slight modifications in coverage and reporting methods.

Locality	1953	1954	
	Average Rate Per Hour	Average Rate Per Hour	Range of Rates
	\$	\$	\$
Canada.....	1.22	1.29	.....
Newfoundland.....	1.14	1.22	.....
St. John's.....	1.08	1.17	.93-1.24
Nova Scotia.....	1.11	1.11	.....
Halifax.....	1.04	1.07	.75-1.19
Sydney.....	1.42	1.39	1.13-1.47
New Brunswick.....	1.00	1.08	.....
Moncton.....	1.25	1.26	.84-1.43
Saint John.....	1.02	1.02	.74-1.18
Quebec.....	1.13	1.19	.....
Hull.....	1.22 <sup>(1)</sup>	1.29	1.08-1.46
Montreal.....	1.21	1.24	.90-1.55
Quebec.....	1.11	1.12	.86-1.46
Shawinigan Falls.....	1.36	1.43	1.42-1.46
Sherbrooke.....	.88	.96	.85-1.12
Trois-Rivières.....	1.24	1.29	1.14-1.46
Ontario.....	1.27	1.33	.....
Belleville.....	1.30 <sup>(2)</sup>	1.34	1.00-1.50
Brantford.....	1.32	1.36	1.23-1.44
Chatham.....	1.28 <sup>(2)</sup>	1.33	.82-1.63
Cornwall.....	1.23	1.37	1.35-1.40
Fort William.....	1.37	1.37	1.28-1.49
Galt.....	1.19	1.24	.92-1.35
Guelph.....	1.17	1.23	1.13-1.35
Hamilton.....	1.36	1.42	1.15-1.52
Kitchener.....	1.29	1.28	1.00-1.43
London.....	1.23	1.27	.95-1.45
Niagara Falls.....	1.44	1.45	1.40-1.54
Orillia.....	.97	.99	.82-1.17
Oshawa.....	1.36	1.40	1.37-1.51
Ottawa.....	.98	1.05	.90-1.38
Peterborough.....	1.29	1.32	.94-1.37
Port Arthur.....	1.35	1.38	1.28-1.46
St. Catharines.....	1.37 <sup>(2)</sup>	1.44	1.31-1.52
Sarnia.....	1.46	1.48	1.40-1.61
Sault Ste. Marie.....	1.43	1.42	.....
Thorold.....	1.41	1.47	1.43-1.51
Toronto.....	1.28	1.30	1.05-1.50
Welland.....	1.58	1.59	1.49-1.67
Windsor.....	1.45	1.53	1.47-1.60
Woodstock.....	1.19	1.23	.85-1.39
Manitoba.....	1.17	1.20	.....
Winnipeg.....	1.22	1.21	.91-1.40
Saskatchewan.....	1.18	1.25	.....
Regina.....	1.15	1.21	1.03-1.50
Saskatoon.....	1.22	1.33	1.18-1.45
Alberta.....	1.16	1.22	.....
Calgary.....	1.37	1.40	1.20-1.52
Edmonton.....	1.23	1.25	.95-1.47
British Columbia.....	1.42	1.50	.....
Vancouver.....	1.44	1.52	1.42-1.65
Victoria.....	1.49	1.52	1.49-1.55

(1) Revised 1953 figure which applies to "greater" Hull area. Previous figure applied to Hull city proper only.

(2) Revised 1953 figure which excludes rates for seasonal labourers in Canned and Preserved Fruits and Vegetables.

# Strikes and Lockouts

## Canada, June 1955\*

Although the time lost in June in work stoppages resulting from industrial disputes was slightly higher than in May, it was the lowest recorded for any June since 1950. More than half the idleness in June was caused by three disputes involving: pulp and paper mill workers at Shawinigan Falls and Grand'Mère, Que.; knitted goods factory workers at St. Hyacinthe, Que.; and auto parts foundry workers at Sarnia, Ont.

The question of increased wages was a factor in 14 of the 29 disputes in existence during June. Of the other disputes, five arose over dismissals or suspensions, four over union questions, three over reduction in wages or fringe benefits, and three over causes affecting working conditions.

Preliminary figures for June 1955 show a total of 29 strikes and lockouts, involving 5,664 workers, with a time loss of 47,355 man-days, compared with 17 strikes and lockouts in May 1955, with 3,200 workers involved and a loss of 40,550 days. In June 1954 there were 32 strikes and lockouts, 10,192 workers involved and a loss of 86,715 days.

For the first six months of 1955 preliminary figures show a total of 73 strikes and lockouts, with 21,542 workers involved and a loss of 365,988 days. In the same period

in 1954 there were 98 strikes and lockouts, 25,822 workers involved and a loss of 367,555 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in June 1955 was 0.06 per cent of the estimated working time; May 1955, 0.05 per cent; June 1954, 0.10 per cent; the first six months of both 1954 and 1955, 0.07 per cent.

Of the 29 stoppages in existence during June, five were settled in favour of the workers, two in favour of the employers, two were compromise settlements and six were indefinite in result, work being resumed pending final settlement. At the end of the month 14 stoppages were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954, and radio parts factory workers at Toronto, Ont., on November 1, 1954.)

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office Year Book of Labour Statistics.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in April 1955 was 226; and 27 were still in progress from the previous month, making a total of 253 during the month. In all stoppages of work in progress, 67,900 workers were involved and a time loss of 214,000 days caused.

\*See Tables G-1 and G-2 at back of book.

Of the 226 disputes leading to stoppages of work that began in April, four, directly involving 1,300 workers, arose over demands for advances in wages, and 96, directly involving 21,500 workers, over other wage questions; eight, directly involving 1,600 workers, over questions as to working hours; 15, directly involving 1,000 workers, over questions respecting the employment of particular classes or persons; 100, directly involving 11,300 workers, over other questions respecting working arrangements; one, directly involving 200 workers, over questions of trade union principle; and two, directly involving 300 workers, was in support of workers involved in other disputes.

### Australia

The Australian Monthly Bulletin of Employment Statistics for February 1955 reports a total of 1,490 industrial disputes



resulting in work stoppages during 1954, involving 370,074 workers, with a time loss of 901,639 man-days. For the fourth

quarter of 1954 there were 301 stoppages, 82,683 workers involved and a loss of 338,887 days.

### United States

Preliminary figures for May 1955 show 375 work stoppages resulting from labour-management disputes beginning in the month, involving 170,000 workers. The time loss for all work stoppages in progress

during the month was 2,600,000 man-days. Corresponding figures for April 1955 were 325 stoppages involving 210,000 workers and a loss of 2,600,000 days.

## Prices and the Cost of Living\*

### Consumer Price Index, July 2, 1955

Canada's consumer price index remained almost unchanged between June 1 and July 2, moving from 115.9 to 116.0 as slight increases in food and shelter indexes were partially offset by declines in the household operation and other commodities and services series.

The food component increased from 111.0 to 111.5 under the influence of a sharp increase in the price for eggs and somewhat higher prices for most fresh fruits and vegetables and meats. Decreases were registered by potatoes, tea and coffee.

The clothing index remained unchanged at 107.8 as most items registered no change and the few changes balanced each other. Decreases in prices of household appliances and, to a lesser degree, furniture prices, were mainly responsible for the decline in the household operation index from 116.1 to 115.8. Coal prices were up fractionally while electricity rates declined slightly.

The index of other commodities and services moved from 117.8 to 117.7 as increases in haircuts and some drug items more than outweighed decreases in radios and toilet soaps. The increase in the shelter index from 129.2 to 129.6 resulted from small increases in both rent and home-ownership costs.

The index one year earlier (July 2, 1954) was 116.2. Group indexes on that date were: food 112.1, shelter 126.6, clothing 109.6, household operation 117.2 and other commodities and services 117.6.

### City Consumer Price Indexes, June 1955

Declines occurred in the ten regional consumer price indexes between May 2 and June 1, ranging from 0.1 per cent for

Saskatoon-Regina to 0.7 per cent for St. John's, Halifax and Saint John.

In the food group, price decreases for tea, coffee, butter, eggs and fresh vegetables, particularly potatoes, were general in most cities. Increases were recorded, however, for most fresh fruits and meats. Changes in clothing took place only in three cities where slight declines were reported. The June indexes of household operation were affected in some cities by the price of coal, which rose in St. John's but fell seasonally in Montreal, Ottawa and Toronto. In Vancouver both coal and wood prices showed declines. Lower prices for automobiles and toilet soap were reflected in moderate downward movements in nine city indexes for other commodities and services. Higher inter-city bus fares in Ontario and British Columbia were reflected in sub-group indexes for Ottawa, Toronto and Vancouver. Four city shelter indexes were unchanged, one advanced 0.1 per cent and increases in other cities ranged from 0.3 per cent to 0.7 per cent.

Regional consumer price index point changes between May 2 and June 1 were as follows: Halifax -0.8 to 114.6; Saint John -0.8 to 117.3; St. John's -0.7 to 104.3†; Montreal -0.7 to 116.3; Toronto -0.6 to 118.3; Winnipeg -0.6 to 115.0; Ottawa -0.4 to 116.9; Edmonton-Calgary -0.4 to 113.8; Vancouver -0.4 to 116.8; and Saskatoon-Regina -0.1 to 114.3.

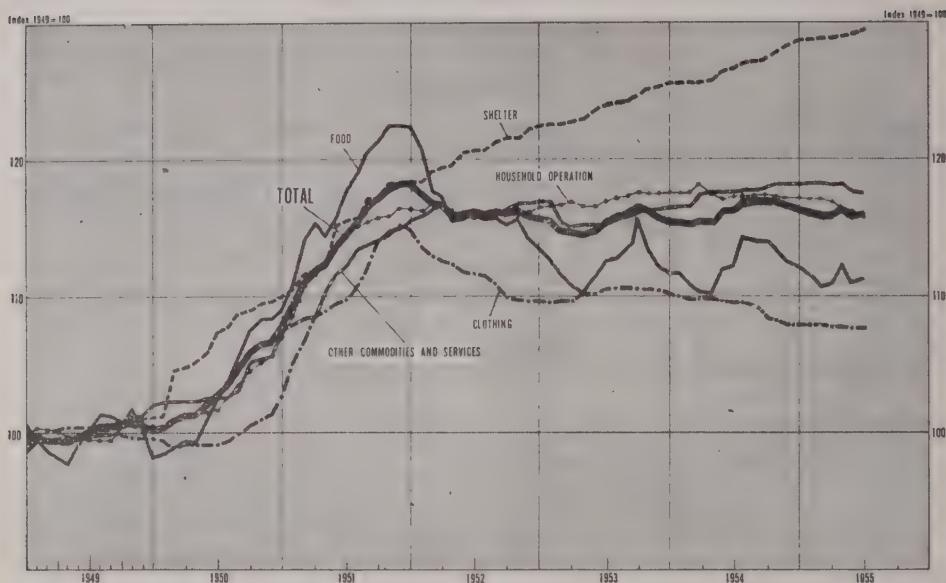
### Wholesale Prices, June 1955

Canada's general wholesale price index advanced in June to 218.7 from 217.8 in the preceding month and 217.6 in the corresponding month last year. Five of the eight sub-group indexes advanced over May and four were higher than in June a year ago.

\*See Tables F-1 and F-2 at back of book.

†On base June 1951=100.

## CONSUMER PRICE INDEX FROM JANUARY 1949



The animal product sub-group index rose to 230.5 from 224.8 in May. In this group firmer quotations were noted for hogs and lambs which, in turn, were reflected in advances in fresh pork and lamb and processed pork products.

Due to increases in spruce and fir lumber and paperboard, which outweighed minor decreases in newsprint and wood pulp, the wood, wood products and paper index rose to 294.5 from 293.6.

An increase in the index for fibres, textiles and textile products to 226.9 from 226.6 was due mainly to higher quotations for raw cotton and imported raw wool. Non-ferrous metals moved to 184.5 from 184.2 when advances for zinc, tin and silver overbalanced a fractional decrease in the price of gold, while slight gains in coal and petroleum products were responsible for a change in the non-metallic series to 173.4 from 173.3.

Of the two groups which declined, vegetable products receded to 196.5 from 197.1 while iron and products fell from 217.3 to 217.2. No change was registered for chemicals and allied products, which remained at 176.5.

The index of **Canadian farm product prices** at terminal markets fell to 212.2 from 213.3 in May. Accounting for the relatively small change were diverse movements for field and animal products. The index for the former series dropped to 174.3 from 183.2 when a sharp seasonal decline in potatoes outweighed advances in

western grains and hay. Increases in live-stock, notably hogs and lambs, in addition to eggs and fowl overbalanced lower prices for eastern dairy products to advance the animal products series to 250.0 from 243.3.

The index of **residential building material** prices rose to 124.3 from 123.2 as prices advanced for a number of lumber and millwork descriptions, cedar and asphalt shingles, building paper and some electrical equipment. Hot water heaters were lower. The price index for non-residential building materials advanced to 122.1 from 121.8 when increases in lumber, millwork, electrical equipment and roofing materials outweighed a decline in plumbing and heating equipment.

### U.S. Consumer Price Index, June 1955

The United States consumer price index, compiled by the Bureau of Labor Statistics, rose 0.2 per cent between mid-May and mid-June, from 114.2 to 114.4 (1947-49=100). It was the first increase since last November and the first monthly change of more than 0.1 per cent since last December.

The index has fluctuated between 114.2 and 115.2 since November 1953. It is now 0.6 per cent below the figure of a year earlier. The average reading throughout 1954 was 114.8.

For four months in a row—December 1953 to March this year—the index remained stationary at 114.3. During April and May it stood at 114.2.



## U.K. Index of Retail Prices, April 1955

The index of retail prices compiled by the British Ministry of Labour has risen again after a three-month period during which it was unchanged. Between mid-

March and mid-April it increased from 110.2, where it had remained since mid-January, to 110.8, the highest point since the beginning of 1954. The average for last year was 107.7 (Jan. 1952=100).

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 84.

## Accident Prevention

1. **Bureau of National Affairs, Washington, D.C.** *Company Safety Programs*. Washington, c1955. Pp. 21.

2. **California. Department of Industrial Relations. Division of Labor Statistics and Research.** *Provision for Union-Management Safety Committees in California Union Agreements*. San Francisco, 1952. Pp. 11.

3. **Great Britain. British Council.** *Safety and Health in Industry*. London, 1955. Pp. 3.

4. **International Labour Office.** *Problems of Safety and Hygiene in the Chemical Industries: (a) Classification of Dangerous Substances; (b) Labelling of Dangerous Substances*. Third item on the agenda. Geneva, 1954. Pp. 104.

5. **Macfarlane, D. I.** *Safety in Industry, an Introduction to the Protection of Personnel*. London, Published for "Machine Shop Magazine" by Iliffe & Sons, Ltd., 1955. Pp. 71.

6. **U.S. Bureau of Labor Statistics.** *Injuries and Accident Causes in Warehousing Operations; a Detailed Analysis of Injuries, Injury Rates, and Hazards for 1950, by Type of Warehouse, Region and Occupation*. Washington, G.P.O., 1955. Pp. 52.

## Building

7. **Brunet, Raymond.** *Can Construction be profitably carried on in Winter?* Ottawa, Dept. of Labour, 1955. Pp. 3.

8. **Canada. Department of Labour.** *Mooretown, an Experiment in Winter Construction*. Ottawa, 1955. Pp. 5. A recorded interview between Mr. George Blackburn and Messrs. Leslie Wismer, Charles Young and Dick Stevens about the Mooretown housing project in Ottawa.

9. **Leggett, Robert Ferguson.** *Modern Techniques in Winter Construction*. Ottawa, Dept. of Labour, 1955. Pp. 4.

## Business

10. **Gotterer, Malcolm H.** *Profitable Small Plant Management*. New York, Conover-Mast Publications, 1954. Pp. 318.

11. **Hoad, William Marvin.** *Outline and Source Material for Small Business Education* [1950] prepared for the University Extension Service [of the Dept. of Commerce] Washington, U.S. Dept. of Commerce, 1951. Pp. 41.

12. **United Nations. Economic and Social Council.** *Restrictive Business Practices; Report on Restrictive Business Practices in International Trade*. New York, 1955. Pp. 20.

## Counselling

13. **U.S. Bureau of Employment Security.** *Job Guide for Young Workers*. 1955 Supplement. Washington, G.P.O., 1955. Pp. 10.

14. **U.S. Bureau of Employment Security.** *Counselling and Employment Service for Special Worker Groups*. Washington, G.P.O., 1954. Pp. 123.

## Economics

15. **Hawtrey, Ralph George.** *Capital and Employment*. [2d ed.] London, New York, Longmans, Green [1952] Pp. 337.

16. **Stonier, Alfred William.** *A Text-book of Economic Theory*, by Alfred W. Stonier and Douglas C. Hague. London, New York, Longmans, Green, 1953. Pp. 513.

### Efficiency, Industrial

17. **Barkin, Solomon.** *An Evaluation of Predetermined Time Standard Systems*. New York, Textile Workers Union of America, 1954. Pp. 24-32.

18. **European Productivity Agency.** *Specialized Training in the Field of Work Study*. European Productivity Agency project No. 195. Paris, Organization for European Economic Co-operation, 1955. Pp. 44.

19. **U.S. Bureau of Labor Statistics.** *Cost Savings through Standardization, Simplification, Specialization in the Building Industry*. Prepared for the Foreign Operations Administration, Productivity and Technical Assistance Division. Paris, Organization for European Economic Co-operation, 1954. Pp. 182.

### Employment Management

20. **American Management Association.** *Building a Balanced Communications Program; With a Paper on the Evolving Picture in Labor Relations*. New York, 1954. Pp. 44.

21. **Giroux, Charles Rodrigue.** *Supervisors' Incentives and Job Satisfaction*. Lafayette, Ind., Purdue University, 1954. Doctoral dissertation series, Publication No. 9868. Microfilm copy of typewritten manuscript. Positive. Collation of the original, as determined from the film: Pp. 66.

22. **Malm, F. Theodore.** *Hiring Procedures and Selection Standards in the San Francisco Bay Area*. Berkeley, University of California, Institute of Industrial Relations, 1955. Pp. 231-252.

23. **Survey Analysis, Los Angeles.** *Absenteeism*. Los Angeles, Merchants and Manufacturers Association, 1954. Pp. 8.

### Employment Stabilization

24. **Chamber of Commerce of the United States of America.** *Steadier Jobs, an Action Program for Management*. Washington, 1954. Pp. 15.

25. **International Labour Office.** *Regularisation of Production and Employment at a High Level in the Metal Trades*. Second item on the agenda. Geneva, 1954. Pp. 110. At head of title: Report II. International Labour Organization, Metal Trades Committee. Fifth session, Geneva, 1954.

### Human Relations

26. **American Hotel Association of the United States and Canada.** *Human Relations are Good Employee Relations; a Training Program for Hotel Department Heads and Supervisors*. New York, c1951. Pp. 31.

27. **International Labour Office.** *Human Relations in the Petroleum Industry*. Third item on the agenda. Geneva, 1955. Pp. 84.

### Industrial Disputes

28. **Canada. Board of Conciliation and Investigation in the Matter of the Industrial Relations and Disputes Investigation Act and Dispute Affecting National Association of Broadcast Employees and Technicians and Canadian Broadcasting Corporation.** *Report*. Ottawa, Dept. of Labour, 1955. 2 Parts. Majority report signed by C. H. Curtis, chairman; minority report signed by Miller Stewart.

29. **Kornhauser, Arthur William, ed.** *Industrial Conflict*; edited by Arthur Kornhauser, Robert Dubin and Arthur M. Ross. Prepared for the Society for the Psychological Study of Social Issues. New York, McGraw-Hill, 1954. Pp. 551.

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30. **Brown, Downing P.** *War-Time Functions of Pulp, Paper, and Paper-Board*. Montreal, Canadian Pulp and Paper Association, 1955. Pp. 22.

31. **International Labour Office.** *General Report* (for the Chemical Industries Committee). First item on the agenda. Geneva, 1954. 2 Volumes. At head of title: Report I. Item 1 (a) and (b)—1 (c). International Labour Organization, Chemical Industries Committee. Fourth session, Geneva, 1955. Contents.—Item 1a and b. Effect given to the conclusions of the previous sessions.—Item 1c. Recent events and developments in the chemical industries.

32. **United Nations. Economic and Social Council. Economic Commission for Latin America.** *A Study of the Iron and Steel Industry in Latin America*. Volume 1. Report on the Meeting of the Expert Working Group held at Bogota. Sponsored by the Secretariat of the Economic Commission for Latin America and the Technical Assistance Administration. New York, United Nations, Dept. of Economic Affairs, 1954. Pp. 123.

**International Conference of Labour Statisticians, 8th, Geneva, 1954**

33. **International Labour Office.** *Employment and Unemployment Statistics*. Report prepared for the Eighth Interna-



tional Conference of Labour Statisticians. Geneva, Nov. 1954. Fourth item on the agenda. Geneva, 1954. Pp. 63.

34. **International Labour Office.** *General Report on Progress of Labour Statistics*, prepared for the Eighth International Conference of Labour Statisticians. Geneva, Nov. 1954. First item on the agenda. Geneva, 1954. Pp. 79.

35. **International Labour Office.** *International Comparisons of Real Wages: a Study of Methods*. Report prepared for the Eighth International Conference of Labour Statisticians. Geneva, Nov. 1954. Third item on the agenda. Geneva, 1954. Pp. 83.

36. **International Labour Office.** *International Standard Classification of Occupations: Minor Groups*. Report prepared for the Eighth International Conference of Labour Statisticians. Geneva, Nov. 1954. Second item on the agenda. Geneva, 1954. Pp. 51.

### Labour Organization

37. **Electrical Trades Union.** *The Story of the E.T.U. The Official History of the Electrical Trades Union*; With a foreword by Walter C. Stevens, General Secretary. London, 1952? Pp. 248.

38. **Louis, Paul.** *Histoire du Mouvement Syndical en France*. Paris, Librairie Valois, 1947-1948. 2 Volumes.

39. **Taft, Philip.** *The Structure and Government of Labor Unions*. Cambridge, Harvard University Press, 1954. Pp. 312.

### Labour Supply

40. **Canada. Unemployment Insurance Commission.** *Survey of Employment in Teaching in Canada*, by Coverage Division of the Insurance Branch. Ottawa, 1952. Pp. 22.

41. **Chamber of Commerce of the United States of America. Committee on Economic Policy.** *Business and Economic Forecasting, Tools in making Business Decisions; Report*. Washington, 1954. Pp. 30.

42. **Conference on Scientific Manpower.** 4th, Berkeley, Cal., 1954. *Papers of the Fourth Conference on Scientific Manpower*. 121st meeting of the American Association for the Advancement of Science, Berkeley, California, December 1954. Washington, National Science Foundation, 1955. Pp. 47.

43. **Interstate Conference of Employment Security Agencies.** *Report of 18th Annual Meeting, Louisiana, October 11-14, 1954*. Baton Rouge, 1955? Pp. 136.

44. **U.S. Department of Commerce. Special Advisory Committee on Employment Statistics.** *The Measurement of*

*Employment and Unemployment* by the Bureau of the Census in its Current Population Survey; Report of the Special Advisory Committee on Employment Statistics. Washington 1954. Pp. 35, A4. ————Appendixes and bibliography. Washington 1954. Pp. A87. Frederick F. Stephan, chairman.

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46. **Chamber of Commerce of the United States of America.** *Analysis of Workmen's Compensation Laws*. Washington 1954. Pp. 56.

47. **Fay, Charles Ryle.** *Life and Labour in the Nineteenth Century*; being the Subject of Lectures delivered at Cambridge University in the year 1919 to Students of Economics, among whom were Officers of the Royal Navy and Students from the Army of the United States. 4th ed. Cambridge [Eng.] University Press, 1947. Pp. 320.

48. **International Labour Office.** *Guide for Labour Inspectors*. Geneva, 1955. Pp. 107.

49. **International Labour Office.** *Penal Sanctions for Breaches of Contract of Employment*. Sixth item on the agenda. Geneva, 1954-1955. 2 Volumes. At head of title: Report VI (1)-(2). International Labour Conference. 38th Session, Geneva, 1955.

50. **Liverpool. University. Department of Social Science.** *The Dock Worker; an Analysis of Conditions of Employment in the Port of Manchester*. [Liverpool], The University Press of Liverpool, 1954. Pp. 277.

51. **Lorwin, Val Rogin.** *The French Labor Movement*. Cambridge, Harvard University Press, 1954. Pp. 346.

52. **National Planning Association. Committee of the South.** *Negro Employment Practices in the Chattanooga Area*, by William H. Wesson, Jr. Washington, 1954. Pp. 389-483.

53. **Saville, John, ed.** *Democracy and the Labour Movement: Essays in Honour of Dona Torr*. London, Lawrence and Wishart, 1954. Pp. 275. "The essays are written in honour of the outstanding British Marxist historian and scholar, Dona Torr."

54. **U.S. Department of Labor.** *The Secretary of Labor reports on the Services of the U.S. Department of Labor to the*

*People of the United States during Fiscal year 1954.* Washington, G.P.O., 1955 Pp. 82.

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55. **Galenson, Walter.** *Labor Productivity in Soviet and American Industry.* New York, Columbia University Press, 1955. Pp. 273.

56. **International Labour Office.** *Factors affecting Productivity in the Chemical Industries with Special Reference to Work, Study and Systems of Wage Payment.* Second item on the agenda. Geneva, 1954. Pp. 120.

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57. **Great Britain. Ministry of Pensions and National Health.** *National Insurance Retirement Pensions: Reasons given for retiring or continuing at Work; Report of an Enquiry.* London, H.M.S.O., 1954. Pp. 136.

58. **International Labour Office.** *The Cost of Social Security 1949-1951; International Inquiry.* Geneva, International Social Security Association, 1955. Pp. 108.

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59. **Organization for European Economic Cooperation.** *Industrial Censuses in the United States.* Technical Assistance Mission No. 77. Paris, 1955. Pp. 143.

60. **United Nations. Economic and Social Council. Economic Commission for Europe. Transport Division.** *Annual Bulletin of Transport Statistics, 1953.* Geneva, 1953. Pp. 132.

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61. **Bird, Florence Bayard Kane (Rhein).** (Anne Francis, Pseud.) *Why wait for Spring?* [A talk on seasonal unemployment] Ottawa, Dept. of Labour, 1955. Pp. 4.

62. **Calder, James Allen.** *Seasonal Unemployment, can the Manufacturing Industry contribute to Solution of the problem?* Ottawa, Dept. of Labour, 1955. Pp. 4.

63. **Gregg, Milton Fowler.** *Outline of Seasonal Unemployment.* Ottawa, Dept. of Labour, 1955. Pp. 4.

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## Wages and Hours

65. **American Medical Association. Bureau of Medical Economic Research.** *"Hourly Wages" of Physicians and Dentists.* Chicago, 1954. Pp. 8.

66. **Belcher, David William.** *Wage and Salary Administration.* New York, Prentice-Hall, 1955. Pp. 503.

67. **Bureau of National Affairs, Washington, D.C.** *Wage-Salary Administration.* Washington, 1954. Pp. 13.

68. **New York (State) Department of Labor. Division of Research and Statistics.** *Wages, Hours, and Working Conditions in Selected Miscellaneous Personal Service Industries, 1953.* New York, 1955. Pp. 79.

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# Labour Statistics

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## A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MAY 21, 1955

(Estimates in Thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,537	104	412	1,565	2,016	991	449
Agricultural.....	877	*	49	188	235	370	31
Non-Agricultural.....	4,660	100	363	1,377	1,781	621	418
Males.....	4,292	87	326	1,213	1,517	800	349
Agricultural.....	842	*	46	184	223	357	28
Non-Agricultural.....	3,450	83	280	1,029	1,294	443	321
Females.....	1,245	17	86	352	499	191	100
Agricultural.....	35	*	*	*	12	13	*
Non-Agricultural.....	1,210	17	83	348	487	178	97
All Ages.....	5,537	104	412	1,565	2,016	991	449
14—19 years.....	507	13	37	175	170	83	29
20—24 years.....	725	16	51	234	245	131	48
25—44 years.....	2,585	50	187	734	941	456	217
45—64 years.....	1,506	22	116	382	574	278	134
65 years and over.....	214	*	21	40	86	43	21
<i>Persons with Jobs</i>							
All status groups.....	5,324	96	388	1,469	1,969	967	435
Males.....	4,106	79	304	1,228	1,478	780	337
Females.....	1,218	17	84	341	491	187	98
Agricultural.....	873	*	48	186	234	370	31
Non-Agricultural.....	4,451	92	340	1,283	1,735	597	404
Paid Workers.....	4,059	79	295	1,147	1,620	553	365
Males.....	2,962	64	224	837	1,170	391	276
Females.....	1,097	15	71	310	450	162	89
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	213	*	24	96	47	24	14
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,969	147	450	1,400	1,619	898	455
Males.....	941	43	95	247	2,281	172	103
Females.....	4,028	104	355	1,153	1,338	726	352

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

Source: D.B.S. Labour Force Survey

	Week Ended May 21, 1955		Week Ended April 23, 1955		Week Ended May 22, 1954	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	228	211	350	323	236	220
Without Jobs.....	213	197	327	304	218	205
Under 1 month.....	50	57	57	53	53	53
1—3 months.....	65	115	115	70	70	70
4—6 months.....	55	108	108	62	62	62
7—12 months.....	30	33	33	27	27	27
13—18 months.....	*	*	*	*	*	*
19 and over.....	*	*	*	*	*	*
Worked.....	15	14	23	19	18	15
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	11	10	17	14	14	12

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(<sup>1</sup> Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1948—Average.....	49	203	41	154	131	19	597
* 1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	72	329	70	252	218	35	976
1954—Average.....	72	323	68	261	239	36	999
1954—January.....	63	322	56	249	225	35	950
February.....	65	324	54	250	228	34	955
March.....	60	323	54	248	230	35	950
April.....	57	322	59	254	231	35	958
May.....	66	320	67	257	235	35	980
June.....	72	325	70	264	242	36	1,009
July.....	77	324	77	266	237	36	1,017
August.....	80	324	75	265	239	36	1,019
September.....	82	325	79	267	249	36	1,038
October.....	84	323	83	269	249	36	1,044
November.....	81	321	77	269	253	36	1,037
December.....	78	325	71	269	253	36	1,032
1955—January.....	71	318	60	257	250	35	991
February.....	68	327	57	257	252	35	996
March.....	59	330	56	259	257	36	997
April.....	59	336	63	266	253	36	1,013

\* Includes Newfoundland, since 1949.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At May 1, employers in the principal non-agricultural industries reported a total employment of 2,124,801.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
Jan. 1, 1954.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1, 1954.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1, 1954.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1, 1954.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1, 1954.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1, 1954.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1, 1954.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1, 1954.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1, 1954.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1, 1954.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1, 1954.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1, 1954.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
Jan. 1, 1955.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1, 1955.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1, 1955.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1, 1955.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1, 1955.....	107.3	153.1	142.0	61.00	107.2	156.5	145.1	63.82

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1 1955	Apr. 1 1955	May 1 1954	May 1 1955	Apr. 1 1955	May 1 1954
(a) Provinces						
Newfoundland.....	118.4	113.4	117.9	54.49	53.36	53.22
Prince Edward Island.....	104.3	97.6	97.6	48.04	47.77	45.84
Nova Scotia.....	91.5	92.3	92.8	51.28	51.84	50.33
New Brunswick.....	94.1	95.0	90.2	52.52	53.87	50.54
Quebec.....	105.2	103.4	104.5	58.56	58.22	56.63
Ontario.....	110.3	108.8	109.0	63.65	63.25	61.40
Manitoba.....	101.3	98.5	100.4	57.98	58.01	56.02
Saskatchewan.....	108.5	106.1	110.0	56.81	56.83	55.49
Alberta.....	120.8	121.2	119.0	60.73	61.07	59.82
British Columbia.....	105.6	103.1	103.2	65.78	64.70	65.24
Canada.....	107.3	105.7	106.2	61.00	60.68	59.15
(b) Metropolitan Areas						
St. John's.....	112.2	107.7	106.7	45.66	45.05	43.25
Sydney.....	91.9	89.7	90.9	60.69	59.79	59.52
Halifax.....	108.7	118.0	109.8	49.39	50.99	48.29
Saint John.....	103.8	108.8	98.7	51.36	51.88	47.83
Quebec.....	106.1	102.8	109.7	50.81	49.59	49.16
Sherbrooke.....	99.8	98.2	96.5	49.86	50.36	47.53
Three Rivers.....	102.8	96.9	100.8	57.06	56.54	55.18
Drummondville.....	74.6	74.4	68.6	52.83	54.17	52.27
Montreal.....	110.3	108.4	110.9	59.77	59.04	57.45
Ottawa—Hull.....	110.3	108.5	106.5	55.78	55.60	53.97
Peterborough.....	93.2	91.3	98.8	63.87	63.20	62.90
Oshawa.....	160.5	157.2	155.9	68.75	69.97	65.86
Niagara Falls.....	115.9	112.8	145.5	68.96	69.93	70.35
St. Catharines.....	114.7	111.7	109.9	69.89	70.12	67.38
Toronto.....	119.4	118.4	119.4	64.38	64.09	62.37
Hamilton.....	102.2	101.0	103.7	65.38	64.98	63.82
Brantford.....	82.5	83.4	82.9	60.99	59.63	59.34
Galt.....	96.2	94.8	98.3	55.55	56.28	53.73
Kitchener.....	102.4	101.0	104.1	59.60	59.28	55.93
Sudbury.....	127.3	127.5	132.0	74.68	74.02	72.42
London.....	110.3	108.6	111.3	58.18	58.00	55.83
Sarnia.....	118.4	112.8	122.3	74.10	73.98	74.45
Windsor.....	105.5	103.7	101.4	78.23	74.11	68.93
Sault Ste. Marie.....	114.0	104.8	103.8	69.22	70.35	66.22
Ft. William—Pt. Arthur.....	105.2	97.6	102.7	59.96	60.88	59.78
Winnipeg.....	102.6	99.2	100.8	55.62	55.70	53.14
Regina.....	113.6	108.9	116.1	54.94	54.88	52.80
Saskatoon.....	112.8	109.5	116.6	53.80	53.59	51.72
Edmonton.....	142.5	137.5	136.2	57.91	57.82	56.25
Calgary.....	132.8	132.0	124.4	59.48	58.47	57.87
Vancouver.....	103.7	102.1	100.7	63.38	62.98	61.62
Victoria.....	113.2	110.7	105.7	59.99	59.19	57.90



**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1 1955	Apr. 1 1955	May 1 1954	May 1 1955	Apr. 1 1955	May 1 1954
<b>Mining.....</b>	<b>109.0</b>	<b>110.0</b>	<b>106.7</b>	<b>71.96</b>	<b>72.01</b>	<b>70.00</b>
Metal mining.....	113.8	113.4	110.4	75.51	74.31	73.78
Gold.....	81.4	80.6	82.0	68.07	67.02	67.57
Other metal.....	144.1	141.0	136.9	79.44	78.12	77.25
Fuels.....	96.8	102.7	96.3	67.43	69.97	66.23
Coal.....	70.5	71.4	73.5	57.11	57.53	57.39
Oil and natural gas.....	183.6	206.0	171.7	80.50	84.21	78.77
Non-metal.....	124.7	117.6	121.9	68.18	67.51	63.65
<b>Manufacturing.....</b>	<b>107.2</b>	<b>106.5</b>	<b>107.3</b>	<b>63.82</b>	<b>63.28</b>	<b>61.30</b>
Food and beverages.....	98.4	95.2	97.9	57.25	56.95	55.65
Meat products.....	112.1	110.6	109.3	66.42	66.84	64.12
Canned and preserved fruits and vegetables.....	67.4	64.2	65.6	52.05	51.93	49.91
Grain mill products.....	104.6	102.3	104.7	60.92	59.25	58.87
Bread and other bakery products.....	104.5	104.1	102.6	53.60	53.10	52.63
Distilled and malt liquors.....	100.7	97.7	103.7	71.48	70.49	67.91
Tobacco and tobacco products.....	81.4	99.0	78.1	61.62	54.25	61.06
Rubber products.....	106.3	104.3	101.3	65.45	65.46	62.00
Leather products.....	85.3	87.5	89.6	43.41	43.90	41.31
Boots and shoes (except rubber).....	88.5	91.5	92.7	41.46	42.05	39.41
Textile products (except clothing).....	84.4	84.0	79.9	51.95	51.96	50.20
Cotton yarn and broad woven goods.....	85.2	81.9	79.5	49.25	49.46	47.07
Woolen goods.....	69.6	69.8	64.5	49.39	49.48	48.25
Synthetic textiles and silk.....	86.9	86.7	82.5	57.27	57.71	55.65
Clothing (textile and fur).....	90.4	92.3	92.6	41.83	42.15	40.24
Men's clothing.....	91.2	96.1	96.9	40.61	41.15	38.86
Women's clothing.....	91.2	96.9	98.5	42.44	42.53	40.82
Knit goods.....	76.8	77.8	78.6	42.98	42.50	41.54
Wood products.....	102.0	101.3	96.5	55.61	55.08	53.92
Saw and planing mills.....	104.2	103.7	96.1	57.47	57.26	56.03
Furniture.....	103.0	103.2	101.2	53.27	52.24	41.32
Other wood products.....	90.4	87.2	89.8	50.76	49.39	48.99
Paper products.....	114.0	121.0	111.9	73.87	73.45	71.18
Pulp and paper mills.....	117.8	115.0	114.6	78.93	78.77	76.52
Other paper products.....	104.6	104.7	105.3	59.98	59.22	57.05
Printing, publishing and allied industries.....	110.9	110.8	108.7	67.73	67.51	65.69
Iron and steel products.....	100.7	99.2	101.6	70.18	69.72	67.33
Agricultural implements.....	73.4	73.5	76.5	70.52	69.98	68.80
Fabricated and structural steel.....	125.2	124.2	124.3	74.51	74.37	73.22
Hardware and tools.....	99.8	98.8	101.9	65.81	65.40	61.60
Heating and cooking appliances.....	96.7	96.9	92.6	61.79	61.40	58.81
Iron castings.....	91.7	90.8	89.2	69.66	69.02	66.76
Machinery mfg.....	106.3	105.7	109.2	68.76	68.22	66.75
Primary iron and steel.....	105.5	101.4	98.3	74.90	74.79	72.26
Sheet metal products.....	102.9	99.2	105.0	67.42	67.09	64.73
Transportation equipment.....	138.5	137.4	147.6	73.57	72.49	68.76
Aircraft and parts.....	334.2	335.5	363.8	74.00	75.06	73.44
Motor vehicles.....	140.2	137.3	126.7	86.67	82.49	73.77
Motor vehicle parts and accessories.....	122.3	120.4	114.2	71.35	70.23	67.39
Railroad and rolling stock equipment.....	83.2	82.8	103.0	64.81	64.88	63.46
Shipbuilding and repairing.....	144.2	144.0	172.8	65.61	65.07	64.56
Non-ferrous metal products.....	121.0	120.1	114.2	71.47	71.58	68.80
Aluminum products.....	125.5	123.2	115.3	68.14	66.91	66.12
Brass and copper products.....	102.8	102.4	103.7	68.74	68.55	65.03
Smelting and refining.....	141.9	140.4	128.5	77.22	77.39	74.81
Electrical apparatus and supplies.....	131.1	131.9	132.9	68.33	67.67	66.68
Non-metallic mineral products.....	116.2	112.7	111.7	66.18	65.61	62.95
Clay products.....	101.4	95.1	98.3	63.10	62.38	61.61
Glass and glass products.....	123.0	123.3	118.3	64.94	64.12	61.12
Products of petroleum and coal.....	121.7	120.4	119.3	90.84	87.28	88.08
Chemical products.....	121.0	120.0	121.5	69.28	68.98	66.30
Medicinal and pharmaceutical preparations.....	107.7	108.9	107.7	65.06	63.63	61.63
Acids, alkalis and salts.....	123.1	123.5	121.3	77.17	78.25	72.37
Miscellaneous manufacturing industries.....	99.7	100.0	104.8	55.13	55.14	53.11
<b>Construction.....</b>	<b>98.9</b>	<b>88.3</b>	<b>98.2</b>	<b>60.93</b>	<b>62.07</b>	<b>61.33</b>
Building and structures.....	102.7	93.3	105.9	65.58	65.80	66.55
Building.....	103.2	94.8	94.3	64.92	64.79	64.68
Engineering work.....	100.6	86.5	123.4	68.60	70.73	75.85
Highways, bridges and streets.....	92.8	80.5	86.0	52.73	55.18	51.13
<b>Service.....</b>	<b>110.9</b>	<b>108.6</b>	<b>108.1</b>	<b>40.74</b>	<b>40.34</b>	<b>39.04</b>
Hotels and restaurants.....	104.9	103.0	102.1	35.08	34.83	33.97
Laundries and dry cleaning plants.....	105.1	101.5	103.1	38.58	37.50	37.60
<b>Industrial composite.....</b>	<b>107.3</b>	<b>105.7</b>	<b>106.2</b>	<b>61.00</b>	<b>60.68</b>	<b>59.15</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)      SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1, 1955	Apr. 1, 1955	May 1, 1954	May 1, 1955	Apr. 1, 1955	May 1, 1954
Newfoundland.....	44.3	42.9	41.9	137.8	136.4	134.6
Nova Scotia.....	41.8	41.5	41.6	126.5	126.4	125.4
New Brunswick.....	41.8	41.9	41.1	129.3	126.7	126.9
Quebec.....	42.1	42.0	41.7	129.9	129.1	127.9
Ontario.....	41.1	41.0	40.2	153.6	152.5	149.6
Manitoba.....	40.1	40.2	39.8	137.5	137.1	135.2
Saskatchewan.....	40.6	39.8	39.7	150.6	148.1	145.4
Alberta.....	39.9	40.3	39.8	151.8	149.9	146.4
British Columbia.....	38.5	38.2	38.5	172.6	171.6	169.3

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.).

# TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1 1955	Apr. 1 1955	May 1 1954	May 1 1955	Apr. 1 1955	May 1 1954	May 1 1955	Apr. 1 1955	May 1 1954
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.3	42.3	42.1	160.3	160.4	158.0	67.81	67.85	66.52
Metal mining.....	43.7	43.4	43.7	165.3	163.6	162.2	72.24	71.00	70.88
Gold.....	45.4	44.9	45.7	139.7	139.1	139.0	63.42	62.16	63.52
Other metal.....	42.7	42.7	42.6	180.3	177.7	176.7	76.99	75.88	75.27
Fuels.....	38.3	39.8	38.7	152.7	156.0	153.5	58.18	62.09	59.10
Coal.....	37.7	37.8	37.8	146.7	147.4	147.5	55.31	55.72	55.76
Oil and natural gas.....	40.2	45.3	41.6	171.9	175.6	172.6	69.10	79.55	71.80
Non-metal.....	43.4	42.3	41.9	151.3	154.1	146.9	65.66	65.18	61.55
Manufacturing.....	41.2	41.1	40.6	145.4	141.3	141.8	59.90	59.31	57.57
Food and beverages.....	41.3	41.0	41.4	126.8	126.3	124.1	52.37	51.78	50.96
Meat products.....	40.1	40.7	40.2	151.9	151.8	150.0	62.58	63.00	60.30
Canned and preserved fruits and vegetables.....	39.8	38.6	39.2	112.5	114.1	108.6	44.78	44.04	42.57
Grain mill products.....	41.8	40.7	41.9	138.6	137.4	136.6	57.93	55.92	57.24
Bread and other bakery products.....	43.7	43.5	43.4	109.8	108.5	109.6	47.98	47.20	47.57
Distilled and malt liquors.....	40.2	39.8	39.8	162.0	161.2	155.9	65.12	64.16	62.05
Tobacco and tobacco products.....	40.4	39.0	40.6	142.7	128.1	141.7	57.65	49.96	57.53
Rubber products.....	42.1	42.0	39.9	118.5	148.8	145.7	62.52	62.50	58.13
Leather products.....	39.4	40.8	38.6	100.4	100.3	98.6	40.06	40.92	38.06
Boots and shoes (except rubber).....	39.3	40.5	37.9	97.1	96.7	95.0	38.16	39.16	36.01
Textile products (except clothing).....	42.4	42.5	41.1	112.6	112.0	110.7	47.74	47.69	45.50
Cotton yarn and broad woven goods.....	41.0	41.3	39.3	113.3	113.1	111.6	46.45	46.71	43.86
Woolen goods.....	43.1	43.2	41.8	104.5	104.0	104.3	45.04	44.93	43.60
Synthetic textiles and silk.....	43.9	41.5	43.0	117.8	117.1	115.7	51.71	52.24	49.75
Clothing (textile and fur).....	38.0	38.3	36.5	98.5	98.8	98.5	37.43	37.84	35.95
Men's clothing.....	37.8	38.1	36.4	97.0	97.8	96.8	36.67	37.56	35.24
Women's clothing.....	37.1	36.8	35.6	103.3	103.4	102.2	38.32	38.05	36.38
Knit goods.....	39.0	38.7	37.2	98.3	97.7	100.6	38.34	37.81	37.42
Wood products.....	41.3	41.1	41.0	129.1	128.3	126.1	53.32	52.60	51.70
Saw and planing mills.....	40.4	40.0	40.1	137.7	137.0	135.3	55.63	55.35	54.26
Furniture.....	42.6	42.1	42.2	117.5	116.4	114.3	50.06	49.00	48.23
Other wood products.....	43.5	42.3	42.7	110.0	108.5	106.9	47.85	45.90	45.65
Paper products.....	42.5	42.1	42.1	163.7	163.8	159.3	69.57	68.96	67.07
Pulp and paper mills.....	42.7	42.4	42.3	174.5	174.6	170.5	74.51	74.03	72.12
Other paper products.....	41.8	41.2	41.5	129.0	130.2	125.4	51.30	53.61	52.04
Printing publishing and allied industries.....	40.2	40.0	40.3	172.3	171.8	166.6	69.26	68.72	67.14
*Iron and steel products.....	41.3	41.2	40.9	162.6	161.8	157.5	67.15	66.66	64.42
Agricultural implements.....	40.0	40.1	39.8	170.7	169.0	167.0	68.28	67.77	66.47
Fabricated and structural steel.....	40.8	40.8	40.6	167.6	167.9	168.3	68.38	68.50	68.33
Hardware and tools.....	41.9	41.8	40.5	147.3	147.2	142.6	61.72	61.53	57.75
Heating and cooking appliances.....	41.1	40.9	40.8	143.2	142.6	143.0	58.86	58.32	56.30
Iron castings.....	42.0	41.8	41.2	160.9	159.8	156.6	67.58	66.80	64.52
Machinery manufacturing.....	42.0	41.6	42.0	156.1	155.5	152.3	65.56	64.69	63.97
Primary iron and steel.....	40.7	40.8	40.5	176.8	176.1	170.5	71.96	71.85	69.05
Sheet metal products.....	41.2	40.9	40.8	155.5	154.8	150.9	64.07	63.31	61.57
*Transportation equipment.....	41.9	41.5	40.6	168.3	167.2	161.3	70.52	69.39	65.49
Aircraft and parts.....	40.4	40.8	42.2	171.3	172.8	166.9	69.21	70.50	70.43
Motor vehicles.....	45.3	43.7	39.6	184.0	180.8	170.2	83.35	79.01	67.40
Motor vehicle parts and accessories.....	41.4	40.7	39.9	165.9	165.1	160.8	68.68	67.20	64.16
Railroad and rolling stock equipment.....	39.8	40.0	39.1	160.4	159.8	160.5	63.81	63.92	62.76
Shipbuilding and repairing.....	41.9	41.9	42.7	154.1	153.6	148.8	61.55	61.36	63.54
*Non-ferrous metal products.....	41.2	41.4	40.7	164.0	163.4	158.8	67.57	67.65	64.63
Aluminum products.....	41.5	41.1	40.3	145.7	146.3	146.5	60.47	60.13	59.04
Brass and copper products.....	41.8	42.0	41.1	153.6	153.5	148.3	64.20	64.47	60.95
Smelting and refining.....	41.1	41.3	41.0	176.8	176.3	171.5	72.66	72.81	70.32
*Electrical apparatus and supplies.....	40.4	40.4	40.3	152.1	150.9	151.3	61.45	60.96	60.97
Heavy electrical machinery and equipment.....	40.3	39.7	40.5	167.0	164.6	165.7	67.30	65.35	67.11
*Non-metallic mineral products.....	43.5	42.8	42.9	145.4	145.9	140.3	63.25	62.45	60.19
Clay products.....	44.3	42.9	44.4	135.3	136.4	132.1	59.94	58.52	58.65
Glass and glass products.....	42.9	42.6	42.5	145.3	145.1	138.2	62.33	61.81	58.74
Products of petroleum and coal.....	42.5	40.9	42.7	195.0	191.1	192.3	82.88	78.16	82.11
Chemical products.....	41.3	41.2	41.8	149.2	148.8	143.5	61.62	61.31	59.98
Medicinal and pharmaceutical preparations.....	41.1	40.9	41.5	123.5	122.9	120.8	50.76	50.27	50.13
Acids, alkalis and salts.....	42.0	42.6	40.6	171.2	171.9	164.4	71.90	73.23	66.75
Miscellaneous manufacturing industries.....	41.2	41.4	40.6	118.8	118.2	116.2	48.95	48.93	47.18
*Durable goods.....	41.5	41.3	40.9	156.7	155.8	152.3	65.03	64.35	62.29
Non-durable goods.....	41.0	40.9	40.3	132.9	131.8	129.9	54.49	53.91	52.35
Construction.....	38.7	39.4	39.5	151.2	152.6	151.3	58.51	60.12	59.76
Buildings and structures.....	38.9	38.8	39.6	161.7	162.5	163.3	62.90	63.05	64.67
Highways, bridges and streets.....	38.3	40.9	39.3	127.3	130.1	119.8	48.76	53.21	47.08
Electric and motor transportation.....	44.7	45.0	45.2	144.1	142.7	139.3	61.41	64.22	62.96
Service.....	40.6	40.5	41.2	85.8	84.9	83.4	34.83	34.38	34.36
Hotels and restaurants.....	40.6	40.8	41.4	85.7	84.6	83.2	31.79	31.52	34.44
Laundries and dry cleaning plants.....	41.7	40.7	41.7	81.9	81.4	79.7	34.15	33.13	33.23

\*Durable manufactured goods industries



**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Week Preceding:						
April 1, 1954.....	40.9	141.0	57.67	138.3	115.6	119.6
May 1, 1954.....	40.6	141.8	57.57	138.0	115.5	119.5
June 1, 1954.....	39.8	142.2	56.60	135.7	116.1	116.9
July 1, 1954.....	40.5	141.6	57.35	137.5	116.2	118.3
August 1, 1954.....	40.7	140.9	57.35	137.5	117.0	117.5
September 1, 1954.....	40.9	139.5	57.06	136.8	116.8	117.1
October 1, 1954.....	41.3	139.7	57.70	138.3	116.8	118.4
November 1, 1954.....	41.3	140.5	58.03	139.1	116.8	119.1
December 1, 1954.....	41.2	141.2	58.17	139.5	116.6	119.6
January 1, 1955.....	41.1*	142.8	58.69*	140.7	116.4	120.9
February 1, 1955.....	41.0	142.7	58.51	140.3	116.3	120.6
March 1, 1955.....	41.0	143.5	59.12	141.7	116.0	122.2
April 1, 1955 <sup>(1)</sup> .....	41.1	144.3	59.31	142.2	116.1	122.5

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39.3 hours and \$56.12.

<sup>(1)</sup> Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1949.....	20,679	21,775	42,454	103,275	44,216	147,491
July 1, 1950.....	24,392	15,500	39,892	136,291	68,280	204,571
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
July 1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
July 1, 1953.....	21,229	20,088	41,317	124,396	55,918	180,314
July 1, 1954.....	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954.....	12,124	12,902	25,026	181,467	77,396	258,853
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954.....	16,388	13,018	29,406	170,883	71,561	242,444
November 1, 1954.....	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954.....	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955.....	10,911	11,506	22,417	505,472	114,572	620,044
May 1, 1955.....	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955 <sup>(1)</sup> .....	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955 <sup>(1)</sup> .....	18,741	17,392	36,133	152,711	77,865	230,576

\*—Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup>—Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 31, 1955<sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				April 29, 1955	May 31, 1954
<b>Agriculture, Fishing, Trapping</b> .....	<b>1,796</b>	<b>685</b>	<b>2,481</b>	<b>+ 891</b>	<b>+ 763</b>
<b>Forestry</b> .....	<b>2,645</b>	<b>33</b>	<b>2,678</b>	<b>+1,041</b>	<b>+ 1,442</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,614</b>	<b>92</b>	<b>1,106</b>	<b>+ 149</b>	<b>+ 455</b>
Metal Mining.....	320	24	344	— 71	— 139
Fuels.....	336	17	353	— 12	— 21
Non-Metal Mining.....	258	4	262	+ 196	+ 228
Quarrying, Clay and Sand Pits.....	24	2	26	+ 13	+ 13
Prospecting.....	76	45	121	+ 23	+ 54
<b>Manufacturing</b> .....	<b>4,463</b>	<b>2,605</b>	<b>7,068</b>	<b>+ 605</b>	<b>+ 1,743</b>
Foods and Beverages.....	602	255	857	+ 230	+ 104
Tobacco and Tobacco Products.....	18	5	23	+ 7	+ 16
Rubber Products.....	37	22	59	+ 3	+ 2
Leather Products.....	41	96	137	— 10	— 39
Textile Products (except clothing).....	116	132	248	+ 41	+ 2
Clothing (textile and fur).....	142	1,146	1,288	+ 192	+ 204
Wood Products.....	493	94	587	— 193	— 1
Paper Products.....	141	42	183	— 12	+ 40
Printing, Publishing and Allied Industries.....	182	111	293	— 26	+ 28
Iron and Steel Products.....	657	151	808	+ 71	+ 182
Transportation Equipment.....	921	98	1,019	+ 128	+ 613
Non-Ferrous Metal Products.....	173	60	233	+ 11	+ 104
Electrical Apparatus and Supplies.....	412	135	547	+ 61	+ 283
Non-Metallic Mineral Products.....	106	50	156	+ 20	+ 22
Products of Petroleum and Coal.....	55	26	81	+ 4	+ 27
Chemical Products.....	289	103	392	+ 53	+ 187
Miscellaneous Manufacturing Industries.....	78	79	157	+ 25	+ 13
<b>Construction</b> .....	<b>3,296</b>	<b>134</b>	<b>3,430</b>	<b>+1,579</b>	<b>+ 1,191</b>
General Contractors.....	2,582	102	2,684	+1,318	+ 984
Special Trade Contractors.....	714	32	746	+ 261	+ 207
<b>Transportation, Storage and Communication</b> .....	<b>1,195</b>	<b>356</b>	<b>1,551</b>	<b>+ 350</b>	<b>+ 317</b>
Transportation.....	1,048	177	1,225	+ 333	+ 408
Storage.....	52	19	71	+ 20	+ 13
Communication.....	95	160	255	— 3	— 104
<b>Public Utility Operation</b> .....	<b>88</b>	<b>69</b>	<b>157</b>	<b>— 51</b>	<b>+ 81</b>
<b>Trade</b> .....	<b>2,686</b>	<b>2,588</b>	<b>5,274</b>	<b>+ 526</b>	<b>+ 615</b>
Wholesale.....	985	557	1,542	+ 263	+ 261
Retail.....	1,701	2,031	3,732	+ 263	+ 364
<b>Finance, Insurance and Real Estate</b> .....	<b>748</b>	<b>913</b>	<b>1,661</b>	<b>+ 258</b>	<b>+ 49</b>
<b>Service</b> .....	<b>4,442</b>	<b>10,741</b>	<b>15,183</b>	<b>+3,453</b>	<b>+ 1,516</b>
Community or Public Service.....	544	1,242	1,786	+ 445	+ 22
Government Service.....	2,253	598	2,851	+ 358	+ 138
Recreation Service.....	103	235	338	+ 47	+ 29
Business Service.....	604	431	1,035	+ 200	+ 97
Personal Service.....	938	8,235	9,173	+2,403	+ 1,506
<b>GRAND TOTAL</b> .....	<b>22,373</b>	<b>18,216</b>	<b>40,589</b>	<b>+8,801</b>	<b>+ 8,172</b>

(<sup>1</sup>) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX AS AT JUNE 2, 1955<sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	3,277	753	4,030	5,071	1,562	6,633
Clerical workers.....	1,382	4,408	5,790	10,279	21,314	31,593
Sales workers.....	1,728	1,490	3,218	4,582	9,075	13,657
Personal and domestic service workers...	1,529	8,822	10,351	23,011	12,854	35,865
Seamen.....	31	.....	31	1,106	2	1,108
Agriculture and fishing.....	1,900	519	2,419	2,032	229	2,261
Skilled and semiskilled workers.....	8,475	1,711	10,186	99,629	17,626	117,255
Food and kindred products (inc. tobacco).....	74	19	95	1,070	562	1,632
Textiles, clothing, etc.....	145	1,222	1,367	3,740	11,014	14,754
Lumber and wood products.....	3,341	4	3,345	16,164	123	16,287
Pulp, paper (inc. printing).....	36	8	44	890	380	1,270
Leather and leather products.....	42	49	91	1,134	1,133	2,267
Stone, clay and glass products.....	18	.....	18	290	47	337
Metalworking.....	581	14	595	11,043	1,109	12,152
Electrical.....	97	28	125	2,250	801	3,051
Transportation equipment.....	23	.....	23	609	39	648
Mining.....	124	.....	124	1,408	.....	1,408
Construction.....	1,385	1	1,386	21,149	3	21,152
Transportation (except seamen).....	891	23	914	17,249	94	17,343
Communications and public utility..	47	.....	47	652	8	660
Trade and service.....	253	276	529	2,621	1,251	3,872
Other skilled and semiskilled.....	1,252	53	1,305	14,188	764	14,952
Foremen.....	70	8	78	2,232	286	2,518
Apprentices.....	96	6	102	2,940	12	2,952
Unskilled workers.....	3,350	748	4,098	59,920	13,611	73,531
Food and tobacco.....	107	136	243	1,992	3,124	5,116
Lumber and lumber products.....	342	11	353	9,108	250	9,358
Metalworking.....	81	36	117	3,296	430	3,726
Construction.....	1,690	5	1,695	27,487	74	27,561
Other unskilled workers.....	1,130	500	1,690	18,037	9,733	27,770
<b>GRAND TOTAL.....</b>	<b>21,675</b>	<b>18,451</b>	<b>40,126</b>	<b>205,630</b>	<b>76,273</b>	<b>281,903</b>

(<sup>1</sup>) Preliminary—subject to revision.

(<sup>2</sup>) Current vacancies only. Deferred vacancies are excluded.



TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 2, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1) June 2, 1955	Previous Month April 29, 1955	Previous Year June 3, 1954	(1) June 2, 1955	Previous Month April 28, 1955	Previous Year June 3, 1954
<b>Newfoundland</b> .....	<b>343</b>	<b>330</b>	<b>325</b>	<b>8,603</b>	<b>18,884</b>	<b>9,224</b>
Corner Brook.....	6	20	8	2,183	3,764	2,728
Grand Falls.....	15	54	4	854	1,604	805
St. John's.....	322	256	313	5,566	13,516	5,691
<b>Prince Edward Island</b> .....	<b>257</b>	<b>280</b>	<b>188</b>	<b>1,383</b>	<b>2,583</b>	<b>1,344</b>
Charlottetown.....	194	245	160	863	1,178	836
Summerside.....	63	35	28	520	1,405	508
<b>Nova Scotia</b> .....	<b>2,055</b>	<b>1,515</b>	<b>1,182</b>	<b>12,453</b>	<b>20,797</b>	<b>13,976</b>
Amherst.....	68	26	31	488	991	391
Bridgewater.....	25	31	40	458	906	454
Halifax.....	1,263	1,116	783	3,597	4,435	3,836
Inverness.....			4	298	759	631
Kentville.....	212	212	53	924	2,330	1,179
Liverpool.....	45	15	18	199	244	277
New Glasgow.....	89	30	54	1,933	3,466	1,549
Springhill.....	7		6	241	540	337
Sydney.....	276	37	153	2,963	4,019	2,767
Truro.....	41	40	21	561	1,137	585
Yarmouth.....	29	8	19	791	1,970	970
<b>New Brunswick</b> .....	<b>1,859</b>	<b>1,040</b>	<b>1,225</b>	<b>13,869</b>	<b>26,139</b>	<b>15,711</b>
Bathurst.....	9	121	13	1,562	4,984	1,491
Campbellton.....	24	17	47	1,473	2,930	1,408
Edmundston.....	56	12	15	955	2,142	620
Fredericton.....	652	368	159	859	1,899	2,015
Minto.....	6	8	8	382	540	659
Moncton.....	703	312	555	2,530	4,271	2,711
Newcastle.....		4	6	1,269	2,981	1,221
Saint John.....	254	178	212	3,333	2,705	3,493
St. Stephen.....	46	10	99	573	1,277	1,283
Sussex.....	84	7	69	264	562	191
Woodstock.....	25	3	42	669	1,848	619
<b>Quebec</b> .....	<b>10,518</b>	<b>7,559</b>	<b>7,583</b>	<b>94,036</b>	<b>177,993</b>	<b>100,307</b>
Asbestos.....	50	77	88	390	802	368
Beauharnois.....	41	60	4	492	998	526
Buckingham.....	41	10	22	562	1,428	682
Causapscal.....	31	421	4	1,580	3,522	1,873
Chandler.....	32	4	66	545	1,626	505
Chicoutimi.....	230	116	133	921	2,459	1,087
Dolbeau.....	46	10	24	799	2,597	814
Drummondville.....	63	66	42	1,106	1,553	1,852
Farnham.....	37	38	72	643	1,173	844
Forestville.....	15	1	10	1,120	2,295	731
Gaspé.....	10	2	16	551	1,050	490
Granby.....	29	30	28	1,022	1,745	1,159
Hull.....	44	31	111	1,657	2,895	1,488
Joliette.....	152	145	120	1,576	2,736	1,444
Jonquières.....	97	63	143	915	2,299	1,439
Lachute.....	31	14	29	318	818	451
La Malbaie.....	9	10	18	620	2,288	696
La Tuque.....	91	194	46	224	547	365
Lévis.....	176	70	121	2,699	5,327	2,142
Louiseville.....	38	46	39	560	1,579	610
Maniwaki.....	3	10	11	463	1,739	366
Matane.....	475	5	33	1,217	4,287	1,147
Mégantic.....	103	15	24	667	1,477	786
Mont-Laurier.....	16	7	16	767	1,389	624
Montmagny.....	28	29	24	1,071	2,355	1,212
Montréal.....	4,498	3,253	3,291	34,310	54,279	37,081
New Richmond.....	134	313	113	727	2,340	683
Port-Alfred.....	46	7	13	506	1,351	571
Québec.....	770	596	728	9,010	15,317	7,481
Rimouski.....	240	149	18	1,856	4,290	1,860
Rivière-du-Loup.....	319	293	120	2,697	5,055	2,246
Roberval.....	9	6	13	841	1,621	844
Rouyn.....	82	63	91	1,820	4,077	2,967
Ste-Agathe.....	79	10	50	454	1,027	469
Ste-Anne de Bellevue.....	59	88	26	436	1,291	450
Ste-Thérèse.....	70	69	77	639	1,286	1,013
St-Georges Est.....	248	69	496	1,666	3,487	1,277
St-Hyacinthe.....	436	38	448	973	1,991	1,378
St-Jean.....	74	59	91	872	1,739	1,311
St-Jérôme.....	39	21	39	559	1,183	939
St-Joseph d'Alma.....	33	27	40	964	2,565	1,060
Sept-Îles.....	63	22	11	693	1,433	615
Shawinigan Falls.....	76	48	54	1,969	3,612	2,044
Sherbrooke.....	225	160	199	2,491	4,004	3,057
Sorel.....	27	26	29	1,352	2,968	1,261
Thetford Mines.....	66	47	46	1,008	1,762	903
Trois-Rivières.....	229	513	205	2,681	4,381	2,633

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 2, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(*)</sup>			Live Applications		
	( <sup>1</sup> ) June 2, 1955	Previous Month April 28, 1955	Previous Year June 3, 1954	( <sup>1</sup> ) June 2, 1955	Previous Month April 28, 1955	Previous Year June 3, 1954
<b>Quebec—Con.</b>						
Val d'Or.....	670	99	43	1,165	2,588	1,530
Valleyfield.....	56	40	48	1,099	1,624	1,441
Victoriaville.....	82	69	50	763	1,738	1,492
<b>Ontario.....</b>	<b>13,247</b>	<b>10,767</b>	<b>9,491</b>	<b>87,240</b>	<b>138,983</b>	<b>106,744</b>
Arnprior.....	17	15	10	122	368	99
Barrie.....	180	192	173	802	1,189	842
Belleville.....	36	23	55	1,027	1,406	1,070
Bracebridge.....	810	214	349	315	916	478
Brampton.....	102	106	41	359	541	274
Brantford.....	111	72	58	1,441	2,168	1,827
Brookville.....	11	19	20	272	424	228
Carleton Place.....		2	1	129	276	247
Chatham.....	110	39	62	1,038	2,031	1,638
Cobourg.....	13	8	12	380	508	359
Collingwood.....	36	28	48	440	550	454
Cornwall.....	76	73	72	1,483	2,201	1,335
Fort Erie.....	39	6	19	303	474	255
Fort Frances.....	16	10	10	232	491	274
Fort William.....	94	141	44	1,108	2,289	1,937
Galt.....	44	58	64	614	1,064	966
Gananoque.....	5	6	6	96	211	113
Goderich.....	24	40	46	289	461	223
Guelph.....	100	133	104	895	1,577	1,425
Hamilton.....	686	622	375	6,494	10,382	9,415
Hawkesbury.....	21	28	37	248	1,045	261
Ingersoll.....	20	22	18	300	527	342
Kapuskasing.....	22	50	23	890	1,893	1,167
Kenora.....	57	86	38	294	806	310
Kingston.....	201	198	192	841	1,041	973
Kirkland Lake.....	77	47	69	609	1,049	797
Kitchener.....	120	98	109	1,407	2,446	2,135
Leamington.....	20	23	22	520	858	664
Lindsay.....	156	202	64	459	638	659
Listowel.....	34	19	31	179	394	195
London.....	624	645	495	2,589	3,676	2,974
Midland.....	37	22	10	290	802	607
Napanee.....	12	10	13	285	463	254
New Toronto.....	185	157	159	1,735	2,113	1,204
Niagara Falls.....	120	63	93	1,223	2,283	1,340
North Bay.....	152	100	93	754	1,419	1,252
Oakville.....	167	113	22	230	336	347
Orillia.....	26	33	47	372	658	443
Oshawa.....	130	124	72	1,541	2,355	3,860
Ottawa.....	1,309	1,431	1,061	2,458	4,850	2,614
Owen Sound.....	65	48	44	856	1,648	960
Parry Sound.....	15	23	22	119	451	178
Pembroke.....	304	189	248	1,010	1,856	1,044
Perth.....	54	47	26	203	572	209
Peterborough.....	72	53	152	1,511	2,789	1,706
Pictou.....	9	5	4	163	369	175
Port Arthur.....	139	251	222	2,040	5,021	3,008
Port Colborne.....	14	4	26	343	733	588
Prescott.....	15	9	22	470	713	561
Renfrew.....	52	19	25	463	683	510
St. Catharines.....	244	88	129	1,790	2,554	3,039
St. Thomas.....	71	67	79	745	995	704
Sarnia.....	63	48	48	1,112	2,087	1,195
Sault Ste. Marie.....	137	234	141	1,091	1,821	2,479
Simcoe.....	54	49	60	489	1,020	430
Sioux Lookout.....	12	11	34	173	268	223
Smiths Falls.....	9	14	14	253	292	217
Stratford.....	68	33	46	421	761	731
Sturgeon Falls.....			4	1,001	1,567	634
Sudbury.....	393	274	133	1,675	4,031	2,348
Timmins.....	65	37	75	1,366	2,296	1,313
Toronto.....	4,425	3,191	3,284	28,352	36,704	27,108
Trenton.....	37	34	37	601	915	752
Walkerton.....	39	57	19	313	468	403
Wallaceburg.....	11	14	9	330	650	349
Welland.....	19	16	16	902	1,860	1,871
Weston.....	359	334	130	1,167	1,438	693
Windsor.....	439	286	167	3,101	4,651	7,032
Woodstock.....	63	54	38	317	601	447
<b>Manitoba.....</b>	<b>2,317</b>	<b>2,040</b>	<b>2,621</b>	<b>12,938</b>	<b>22,322</b>	<b>13,674</b>
Brandon.....	304	245	307	743	1,979	812
Dauphin.....	16	62	36	456	974	449
Flin Flon.....	46	25	50	162	264	164
Portage la Prairie.....	49	71	59	472	1,056	529
The Pas.....	5	5	125	70	131	95
Winnipeg.....	1,894	1,632	2,044	11,035	17,918	11,625

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 2, 1955**

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) June 2, 1955	Previous Month April 28, 1955	Previous Year June 3, 1954	(1) June 2, 1955	Previous Month April 28, 1955	Previous Year June 3, 1954
<b>Saskatchewan</b> .....	<b>1,651</b>	<b>1,600</b>	<b>2,073</b>	<b>8,359</b>	<b>13,936</b>	<b>5,787</b>
Estevan.....	51	68	49	100	232	137
Moose Jaw.....	221	182	213	650	1,101	598
North Battleford.....	53	39	122	574	1,148	440
Prince Albert.....	110	32	93	1,530	2,294	1,017
Regina.....	498	707	475	1,592	2,799	921
Saskatoon.....	492	289	779	2,508	3,002	1,495
Swift Current.....	85	89	113	286	696	236
Weyburn.....	54	62	79	129	330	109
Yorkton.....	87	132	150	990	2,334	834
<b>Alberta</b> .....	<b>3,859</b>	<b>2,438</b>	<b>2,866</b>	<b>14,961</b>	<b>25,186</b>	<b>15,282</b>
Blairmore.....	16	15	8	402	388	575
Calgary.....	1,571	896	1,187	3,764	7,079	4,177
Drumheller.....	21	30	18	467	667	422
Edmonton.....	1,642	989	1,065	7,321	11,115	7,193
Edson.....	34	74	81	274	461	473
Lethbridge.....	318	245	332	1,097	2,534	1,005
Medicine Hat.....	144	100	62	776	1,194	422
Red Deer.....	76	66	92	851	1,706	987
Yellowknife.....	37	23	21	29	42	38
<b>British Columbia</b> .....	<b>4,020</b>	<b>2,594</b>	<b>2,520</b>	<b>28,041</b>	<b>46,399</b>	<b>32,581</b>
Chilliwack.....	66	72	41	679	982	560
Courtenay.....	40	20	42	461	904	546
Cranbrook.....	21	23	7	569	1,304	683
Dawson Creek.....	20	36	13	449	699	415
Duncan.....	45	55	35	226	450	248
Kamloops.....	140	86	87	410	920	694
Kelowna.....	26	25	8	434	757	512
Mission City.....	554	63	238	704	1,060	462
Nanaimo.....	57	22	50	449	776	803
Nelson.....	36	9	13	466	1,236	721
New Westminster.....	233	153	113	2,946	5,002	3,937
Penticton.....	25	21	9	329	1,180	471
Port Alberni.....	20	23	19	303	301	232
Prince George.....	194	91	82	1,766	2,485	2,182
Prince Rupert.....	122	90	37	493	947	557
Princeton.....	3	4	6	124	282	130
Trail.....	26	29	6	411	928	903
Vancouver.....	1,636	1,205	1,162	13,895	21,143	15,278
Vernon.....	68	26	142	515	1,574	593
Victoria.....	486	281	339	1,968	2,913	2,355
Whitehorse.....	202	251	71	444	556	299
<b>Canada</b> .....	<b>40,126</b>	<b>30,163</b>	<b>30,074</b>	<b>251,903</b>	<b>493,222</b>	<b>314,630</b>
Males.....	21,675	15,508	14,284	205,630	394,621	237,848
Females.....	18,451	14,655	15,790	76,273	98,601	76,782

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1950—55

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950.....	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951.....	918,238	655,033	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	176,199	131,685
1954 (5 Months).....	297,793	186,181	111,612	24,982	80,255	97,458	61,607	33,491
1955 (5 Months).....	295,916	194,509	101,407	23,991	73,268	106,367	58,331	33,959



## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT PAID**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in Thousands)	Month of May 1955		
		Number Commencing Benefit	Number of Days Benefit Paid (Disability days in Brackets)	Amount of Benefit Paid
Newfoundland.....	8.6	2,384	212,477 (964)	737,348
Prince Edward Island.....	1.1	203	25,645 (269)	73,800
Nova Scotia.....	11.6	3,635	265,426 (4,251)	848,875
New Brunswick.....	12.6	4,444	297,392 (2,574)	967,483
Quebec.....	92.4	32,038	2,448,366 (31,582)	7,596,397
Ontario.....	69.4	27,148	1,722,979 (32,318)	5,318,251
Manitoba.....	10.6	3,345	260,245 (4,623)	783,743
Saskatchewan.....	7.7	2,093	190,579 (1,821)	597,710
Alberta.....	16.0	6,020	350,701 (5,047)	1,147,755
British Columbia.....	21.2	7,939	528,297 (9,399)	1,681,544
Total, Canada, May 1955.....	251.2	89,249	6,302,107 (92,911)	19,742,906
Total, Canada, April 1955.....	348.4	103,111	7,735,268 (97,257)	24,598,076
Total, Canada, May 1954.....	246.2†	87,468	6,675,003 (81,922)	20,709,106

\* As a result of postal claimants, who form one-fifth to one-third of all claimants, being put on a bi-weekly basis, the pattern of weekly and bi-weekly payments has become irregular. To provide an estimate of the number of beneficiaries under the changed system, it was decided to get the average weekly number for the month.

† Week containing last day of the month.

**TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT MAY 31, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING DISABILITY CASES\* INCLUDED IN TOTAL**

Province and Sex	Days Continuously on the Register									May 31, 1954 Total
	Total	6 and less	7-12	13-24	25-48	49-72	73-96	97-120	121 and over	
Newfoundland.....	7,046	652	566	730	1,501	1,026	1,104	809	658	7,889
Male.....	6,698	614	535	689	1,429	983	1,061	770	617	7,632
Female.....	348	38	31	41	72	43	43	39	41	257
Prince Edward Island.....	825	74	56	86	161	124	98	105	121	832
Male.....	622	49	35	66	116	102	85	81	88	652
Female.....	203	25	21	20	45	22	13	24	33	180
Nova Scotia.....	9,963	2,033	703	1,012	1,530	1,138	862	934	1,751	10,373
Male.....	8,556	1,813	604	842	1,297	977	716	786	1,521	8,965
Female.....	1,407	220	99	170	233	161	146	148	230	1,408
New Brunswick.....	10,710	1,633	921	1,381	2,445	1,507	993	789	1,041	12,707
Male.....	9,385	1,442	799	1,226	2,233	1,344	888	647	806	11,049
Female.....	1,325	191	122	155	212	163	105	142	235	1,658
Quebec.....	75,648	10,686	5,028	7,550	13,786	12,320	8,865	6,187	11,226	85,085
Male.....	58,076	7,433	3,662	5,465	11,058	10,300	7,360	4,760	8,038	65,514
Female.....	17,572	3,253	1,366	2,085	2,728	2,020	1,505	1,427	3,188	19,571
Ontario.....	60,319	10,372	4,271	6,305	9,805	7,119	5,616	5,401	11,430	79,682
Male.....	40,484	6,829	2,788	4,218	6,363	4,698	3,703	3,757	8,128	59,385
Female.....	19,835	3,543	1,483	2,087	3,442	2,421	1,913	1,644	3,302	20,297
Manitoba.....	8,765	1,411	555	1,029	1,393	962	745	762	1,908	11,430
Male.....	5,628	832	336	605	933	623	448	492	1,357	7,659
Female.....	3,139	579	219	424	460	339	297	270	551	3,771
Saskatchewan.....	5,309	532	362	517	825	672	552	732	1,117	3,592
Male.....	4,034	378	263	379	648	488	406	554	918	2,679
Female.....	1,275	154	99	138	177	184	146	178	199	913
Alberta.....	10,357	1,466	879	1,263	2,081	1,238	921	963	1,546	11,699
Male.....	8,301	1,132	715	1,037	1,739	989	721	726	1,242	9,833
Female.....	2,056	334	164	226	342	249	200	237	304	1,866
British Columbia.....	20,797	3,457	1,733	2,507	4,065	2,080	1,785	1,521	3,649	24,466
Male.....	15,117	2,583	1,349	1,897	2,917	1,442	1,250	1,020	2,659	18,710
Female.....	5,680	874	384	610	1,148	638	535	501	990	5,756
CANADA.....	209,739	32,316	15,074	22,380	37,592	28,186	21,541	18,203	34,447	247,755
MALE.....	156,899	23,105	11,086	16,424	28,733	21,946	16,638	13,593	25,374	192,078
FEMALE.....	52,840	9,211	3,988	5,956	8,859	6,240	4,903	4,610	9,073	55,677

\* Disability cases: May 31, 1955: 3,150 (2,224 males 926 females)  
May 31, 1954: 3,130 (2,275 males 855 females)

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, MAY 1955**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending at end of month)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,038	1,607	431	3,061	1,775	1,286	589
Prince Edward Island.....	239	168	71	274	106	78	55
Nova Scotia.....	4,987	2,926	2,061	5,280	4,282	998	1,088
New Brunswick.....	4,277	2,875	1,402	5,355	4,227	1,128	895
Quebec.....	31,565	19,551	12,014	35,284	27,825	7,459	7,659
Ontario.....	33,299	19,775	13,524	34,588	27,285	7,303	7,735
Manitoba.....	4,010	2,623	1,387	4,138	3,218	920	569
Saskatchewan.....	1,994	1,396	598	2,366	1,752	614	319
Alberta.....	5,004	3,332	1,672	6,642	4,917	1,725	893
British Columbia.....	10,210	6,315	3,895	11,253	8,476	2,777	1,849
Total Canada, May 1955.....	97,623*	60,558	37,055	108,241†	83,953	24,288	21,651
Total Canada April 1955.....	154,260	107,480	46,780	173,611	117,599	56,012	32,269
Total Canada, May 1954.....	113,427	67,021	46,406	126,316	97,520	28,796	29,034

\* In addition, revised claims received numbered 21,618.

† In addition, 22,463 revised claims were disposed of. Of these, 1,091 were special requests not granted, and 903 were appeals by claimants. There were 2,731 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (Revised)**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of	Total	Employed	Claimants*
1953—April.....	3,150,680	2,888,100	262,580
May.....	3,119,000	2,903,800	215,200
June.....	3,110,000	2,966,900	143,100
July.....	3,147,000	3,027,200	119,800
August.....	3,149,000	3,035,100	110,900
September.....	3,167,000	3,055,700	111,300
October.....	3,182,000	3,062,600	119,400
November.....	3,184,000	3,030,400	153,600
December.....	3,222,000	2,983,500	238,500
1954—January.....	3,266,000	2,875,000	391,000†
February.....	3,269,000	2,774,200	494,800†
March.....	3,264,000	2,751,400	512,600†
April.....	3,231,110	2,851,210	379,900
May.....	3,209,000	2,870,600	338,400
June.....	3,194,000	2,946,200	247,800
July.....	3,225,000	3,025,500	199,500
August.....	3,232,000	3,043,100	188,900
September.....	3,250,000	3,058,700	191,300
October.....	3,257,000	3,069,300	187,700
November.....	3,249,000	3,039,900	209,100
December.....	3,310,000	3,035,500	274,500
1955—January.....	3,393,000	2,961,200	431,800†
February.....	3,409,000	2,865,600	543,400†
March.....	3,435,000	2,856,400	578,600†
April.....	Not available		

\* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commod- ities and Services
1949—Year .....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year .....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year .....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year .....	116.5	116.8	120.2	111.8	116.2	116.0
1953—December .....	115.8	112.1	125.2	110.2	117.4	116.3
Year .....	115.5	112.6	123.6	110.1	117.0	115.8
1954—May .....	115.5	110.2	125.8	109.0	117.3	117.5
June .....	116.1	112.0	126.4	109.7	117.1	117.5
July .....	116.2	112.1	126.6	109.6	117.2	117.6
August .....	117.0	114.4	127.0	109.6	117.2	117.7
September .....	116.8	113.8	127.2	109.5	117.2	117.6
October .....	116.8	113.8	127.4	108.4	117.3	
November .....	116.8	113.4	127.9	108.2	117.2	118.2
December .....	116.6	112.6	128.2	108.1	117.1	118.2
1955—January .....	116.4	112.1	128.4	108.1	117.1	118.2
February .....	119.3	111.5	128.5	108.1	117.1	118.3
March .....	116.0	110.7	128.6	108.0	117.0	118.3
April .....	116.1	111.0	128.7	107.9	116.9	118.2
May .....	116.4	112.3	128.8	107.9	116.4	118.3
June .....	115.9	111.0	129.2	107.8	116.1	117.8
July .....	116.0	111.5	129.6	107.8	115.8	117.7

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF JUNE, 1955**

(1949=100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commod- ities and Services
	June 1st, 1954	May 2nd, 1955	June 1st, 1955					
(1) St. John's, Nfld. ....	102.5	105.0	104.3	103.9	108.6	100.7	101.4	106.5
Halifax .....	113.9	115.4	114.6	106.2	123.7	114.6	118.9	119.1
Saint John .....	116.2	118.1	117.3	111.0	125.1	116.1	116.5	124.0
Montreal .....	117.0	117.0	116.3	112.7	135.8	107.1	114.8	116.8
Ottawa .....	116.1	117.3	116.9	110.2	133.3	111.1	116.8	119.6
Toronto .....	118.2	118.9	118.3	109.9	146.4	109.9	114.3	118.6
Winnipeg .....	115.3	115.6	115.0	109.9	126.0	112.6	113.4	117.5
Saskatoon—Regina .....	114.1	114.4	114.3	109.6	117.8	114.6	117.8	114.2
Edmonton—Calgary .....	114.8	114.2	113.8	108.0	121.1	112.5	115.8	117.4
Vancouver .....	117.1	117.2	116.8	108.6	127.3	112.2	124.9	119.8

N.B. Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE 1954, 1955†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
<b>1955*</b>						
January.....	16†	16	11,106†	11,106	218,145	0.26
February.....	4	11	90	2,587	20,055	0.02
March.....	7	11	1,778	1,956	13,971	0.02
April.....	16	22	1,821	2,683	25,912	0.03
May.....	9	17	2,237	3,200	40,550	0.05
June.....	21	29	4,510	5,664	47,355	0.06
Cumulative totals.....	73		21,542		365,988	0.07
<b>1954</b>						
January.....	26†	26	10,644†	10,644	157,074	0.19
February.....	8	20	779	4,686	52,250	0.06
March.....	12	18	1,184	1,799	14,625	0.02
April.....	24	34	1,651	2,297	25,081	0.03
May.....	8	22	2,062	3,400	31,810	0.04
June.....	20	32	9,502	10,192	86,715	0.10
Cumulative totals.....	98		25,822		367,555	0.07

\* Preliminary figures.

† Strikes uncompleted at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JUNE 1955 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to June 1955 <sup>(1)</sup>					
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Knitted goods factory workers, St. Hyacinthe, Que.	1	<sup>(3)</sup> 417	7,000	Mar. 14	For a new agreement providing for increased wages, follow- ing reference to conciliation board; unconcluded.
<i>Printing and Publishing—</i> Newspaper printing plant workers, Montreal, Que.	1	62	1,200	Apr. 20	For a greater increase in wages than recommended by arbi- tration board; unconcluded.
<i>Miscellaneous Wood Products—</i> Lumber mill workers, Saint John, N.B.	2	63	750	May 26	For new agreements providing for increased wages and fringe benefits, following reference to conciliation board; 39 workers at one establishment resumed work June 7; unconcluded.
<i>Metal Products—</i> Auto parts foundry workers, Sarnia, Ont.	1	260	5,700	Mar. 23	For a new agreement providing for increased wages, reduced hours from 48 to 40 per week with same take-home pay and fringe benefits; con- cluded June 24; conciliation; compromise.
Wire products factory workers, Watford, Ont.	1	83	1,070	Apr. 12	For implementation of award of conciliation board for increased wages, check-off and two weeks' vacations with pay after five years in new agreement under negoti- ations; concluded June 17; return of workers pending further negotiations; in- definite.
Electrical apparatus, pattern makers, Hamilton, Ont.	1	20	440	Apr. 18	For a new agreement providing for increased wages and seniority, following reference to conciliation board; unconcluded.
<i>Shipbuilding—</i> Electricians, North Vancouver, B.C.	1	69	1,000	Jan. 13	For a greater increase in wages than recommended by conciliation board and double time for all overtime in new agreement under negoti- ations; partial return of workers; unconcluded.
<i>Miscellaneous Products—</i> Mattress and furniture factory workers, Vancouver, B.C.	1	180	540	May 10	Protesting dismissal of union steward for cause; concluded June 3; conciliation; in fa- vour of workers, steward reinstated.
Strikes and Lockouts Commencing During June 1955					
MINING— Metal miners, Buchans, Nfld.	1	300	4,200	June 15	For a new agreement providing for increased wages, follow- ing reference to conciliation board; unconcluded.



**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JUNE 1955 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During June 1955—Continued					
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Woollen textiles and blanket factory workers, Meaford, Ont.	1	72	550	June 13	Protesting proposed reduction in paid statutory holidays from eight to four and revision of insurance plan in new agreement under nego- tiations, following reference to conciliation board; con- cluded June 22; negotiations; compromise.
Woollen textiles factory workers, Granby, Que.	1	250	250	June 22	Alleged delay in negotiations for a new agreement; con- cluded June 22; negotiations; in favour of workers.
Hosiery and knitted goods factory workers, Woodstock, Ont.	1	230	75	June 30	Protesting proposed reduction in wages in new agreement under negotiations, following reference to conciliation board; unconcluded.
<i>Pulp, Paper and Paper Products—</i> Pulp and paper mill workers, Shawinigan Falls and Grand'Mere, Que.	2	799	11,800	June 9 June 13	For new agreements providing for increased wages; un- concluded.
<i>Miscellaneous Wood Products—</i> Sawmill workers, Penticton, B.C.	1	57	110	June 9	Protest because worker quit after refusal to teach new man to do the job; concluded June 10; return of workers pending settlement; indefi- nite.
Sawmill workers, New Westminster, B.C.	1	34	270	June 21	Protesting dismissal of a worker for cause; uncon- cluded.
Sawmill workers, Giscome, B.C.	1	130	390	June 28	For reopening of company cookhouse shut down since Sept. 1953; concluded June 30; return of workers; in favour of employer.
<i>Metal Products—</i> Radio and television factory workers, Brantford, Ont.	1	74	220	June 9	For a greater increase in wages than recommended by arbitration board in union agreement under nego- tiations; concluded June 13; negotiations; in favour of workers.
Motor vehicle factory maintenance men, Windsor, Ont.	1	600	<sup>(4)</sup> 1,800	June 20	Alleged delay in negotiating classification as skilled tradesmen; concluded June 22; return of workers; in favour of employer.
Electrical apparatus factory workers, Hamilton, Ont.	1	30	30	June 24	Protesting dismissal of union steward; concluded June 24; return of workers pending settlement; indefinite.



**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JUNE 1955 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During June 1955—Concluded					
<i>Non-Metallic Minerals, Chemicals, etc.</i>		( <sup>5</sup> )			
Explosives and agricul- tural chemicals factory workers, McMasterville, Que.	1	494	4,000	June 20	For clause covering short-term lay-offs in new agreement under negotiations, following reference to arbitration board; unconcluded.
Cellulose products factory workers, Shawinigan Falls, Que.	1	429	1,285	June 28	For increased wages; uncon- cluded.
Fibrous glass factory workers, Sarnia, Ont.	1	322	480	June 27	Protesting suspension of a worker for refusal to accept job change; concluded June 29; return of workers! pend- ing decision of conciliation board; indefinite.
Abrasives factory workers, Shawinigan Falls, Que.	1	125	340	June 28	For employment of an extra man on each of six furnaces; unconcluded.
CONSTRUCTION— <i>Buildings and Structures—</i>		( <sup>6</sup> )			
Plasterers, Toronto, Ont.	6	298	2,800	June 1	Protesting new method of mixing finishing coat of plaster; concluded June 14; return of workers pending settlement; indefinite.
Power shovel and bull- dozer operators, St. Catharines, Ont.	1	17	100	June 13	For a new agreement provid- ing for seniority; concluded June 20; negotiations; in favour of workers.
Labourers, Oakville, Ont.	1	25	25	June 17	For a union agreement provid- ing for increased wages to Toronto rate; concluded June 17; partial return of workers pending settlement; indefi- nite.
<i>Bridge—</i>					
Pile drivers, Kitimat, B.C.	1	14	110	June 21	Protesting decision to charge \$2.00 per day for room and board, retention of travelling time and double time for overtime instead of proposed time-and-one-half; uncon- cluded.
SERVICE— <i>Public Administration—</i>					
Public works employees, Kitchener, Ont.	1	165	660	June 22	For a new agreement provid- ing for increased wages, night shift differential and pay for two additional statutory holidays, following reference to conciliation board; con- cluded June 28; negotiations; in favour of workers.
County roads employees, Cayuga, Ont.	1	45	160	June 27	For union recognition; un- concluded.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> 252 indirectly affected; <sup>(4)</sup> 6,400 indirectly affected; <sup>(5)</sup> 200 indirectly affected; <sup>(6)</sup> 150 indirectly affected.